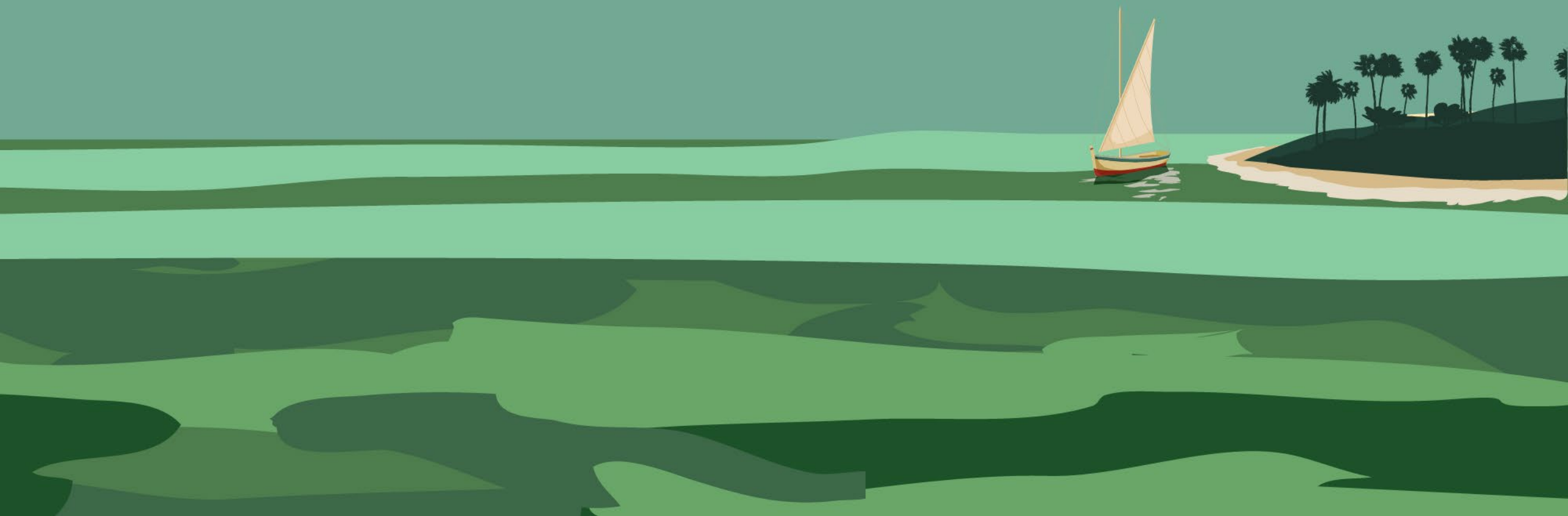
ECCT Meeting

Eddie Bernacchi



Three-year Strategic Plan & Participation Proposal

I. Executive Summary

The California Chapters of the National Electrical Contractors Association propose the creation of a Statewide Legal Fund to support coordinated legal analysis, guidance, and advocacy on issues of statewide concern to NECA signatory electrical contractors. The fund will operate under a three-year commitment, with tiered annual contributions by participating chapters, strict use limitations, supermajority approval confirming consensus, and independent accounting. The goal is to ensure California NECA chapters have the legal tools, analysis, and coordinated voice necessary to respond to increasingly complex statewide statutory, regulatory, and judicial developments affecting the electrical contracting industry.

Three-year Strategic Plan & Participation Proposal

II. Purpose and Need

California electrical contractors face a growing volume of statewide legal and regulatory challenges, including:

- Frequent changes to labor, employment, and construction law
- Expanding compliance obligations tied to public works, private works, and energy policy
- Increased litigation risk and precedent-setting court decisions
- Fragmented chapter-by-chapter legal responses to statewide issues

This Legal Fund is intended to:

- Centralize legal analysis on statewide issues
- Avoid duplicative legal spending across chapters
- Strengthen industry alignment through shared guidance and positions
- Ensure rapid response capability when legislation, regulation, or litigation emerges

Three-year Strategic Plan & Participation Proposal

III. Participants

Participation is open to California NECA chapters electing to join the three – year commitment, including but not limited to:

- California Central Coast Chapter - *Tier III Chapter*
- Contra Costa Chapter - *Tier III Chapter*
- East Central California Chapter - *Tier III Chapter*
- Greater Sacramento Chapter - Tier I Chapter
- Kern County Chapter - *Tier III Chapter*
- Los Angeles County Chapter - Tier I Chapter
- Monterey Bay Chapter - Tier III Chapter
- Northern California Chapter - Tier I Chapter
- Orange County Chapter - Tier II Chapter
- Redwood Empire Chapter - Tier III Chapter
- San Francisco Chapter - Tier II Chapter
- San Diego County Chapter - Tier I Chapter
- San Mateo Chapter - Tier III Chapter
- Southern Sierras Chapter - Tier II Chapter
- Santa Clara Valley Chapter - Tier I Chapter

Each participating chapter retains its independent governance while collaborating on statewide legal matters through this fund.

Three-year Strategic Plan & Participation Proposal

IV. Term and Commitment

- Initial Term: Three (3) years
- Renewal: Subject to affirmative vote of participating chapters at the conclusion of the term
- Withdrawal: No withdrawal during the committed term except by supermajority consent of participating chapters

V. Funding Structure

Recommended annual minimum contributions are based on chapter size to ensure equity and sustainability Chapter Size Annual Contribution:
Tier I Chapter $6,000 // Tier II Chapter $4,000 // Tier III Chapter $2,000

Three-year Strategic Plan & Participation Proposal

Key Funding Principles:

- Contributions are separate and unrelated to the Electrical Contractors of California Trust
- Funds are restricted to approved statewide legal uses
- No commingling with other chapter or trust funds

Litigation Support

- Amicus curiae filings in cases with statewide impact
- Legal research related to precedent-setting matters
- Legislative and Regulatory Review
- Legal review of proposed or enacted state laws
- Interpretation of agency regulations affecting the industry

Three-year Strategic Plan & Participation Proposal

IX. Prohibited Uses

Funds may not be used for:

- Chapter-specific disputes or local labor matters
- Individual contractor representation
- Political contributions or campaign activity
- Issues unrelated to statewide industry interests

X. Strategic Value to Chapters

Participation in the Statewide Legal Fund provides:

- Predictable, modest cost for high-impact legal work
- Stronger statewide alignment among California NECA chapters
- Improved legal readiness in fast-moving policy environments
- Credibility and consistency in industry positions and guidance

Three-year Strategic Plan & Participation Proposal

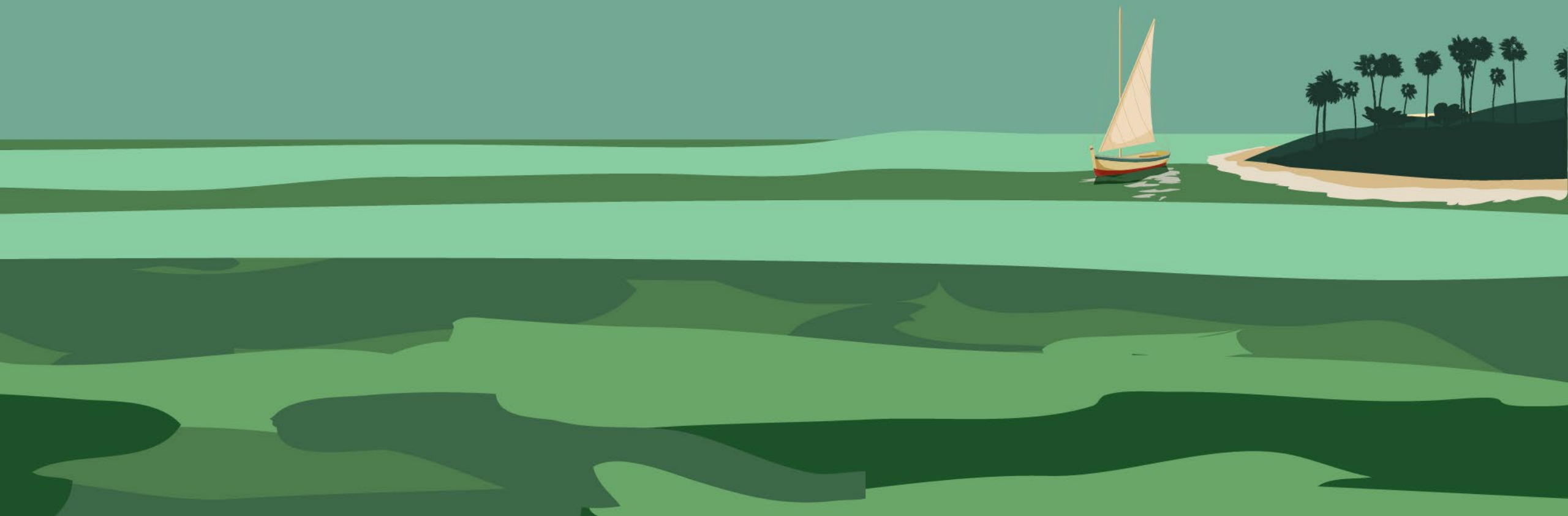
XI. Next Steps

- Secure written participation commitments
- Confirm initial participating chapters and contribution levels
- Open a dedicated bank account for the sole purpose of administering the fund
- Establish voting procedures and first-year priorities
- Elect a Chair and Co-Chair to convene and administer meetings, oversee fund operations, and ensure compliance with the fund's purpose

NECA TRI-DISTRICT

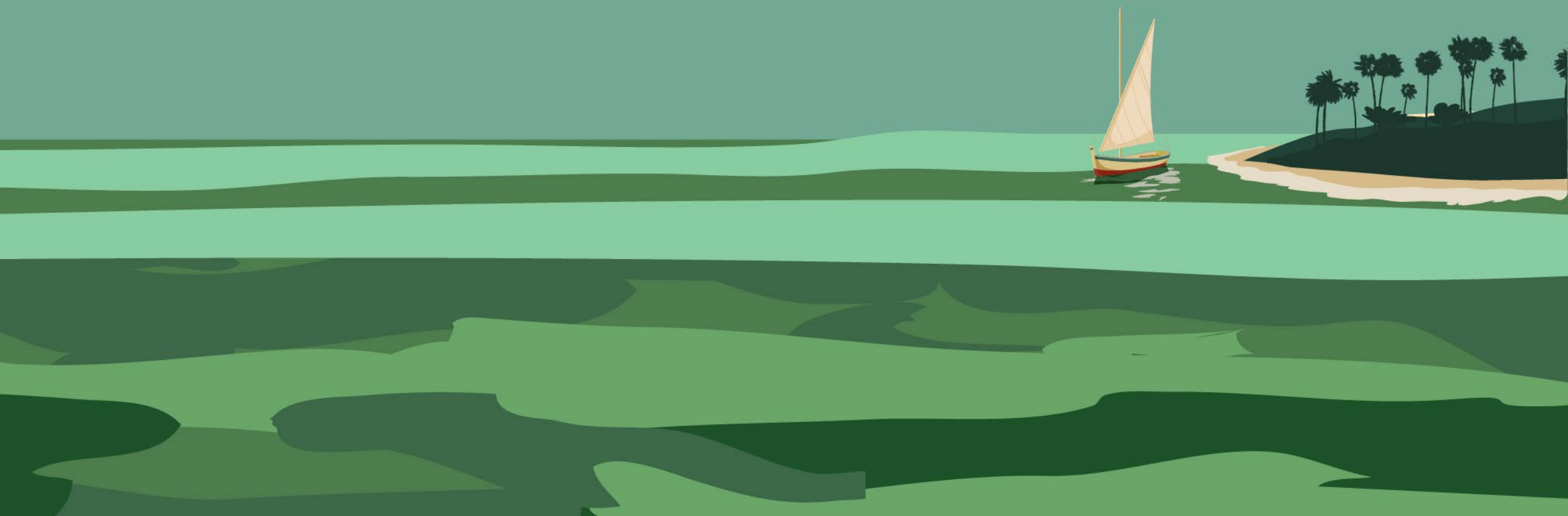
DISTRICT 9 Summer

COUNCIL MEETING



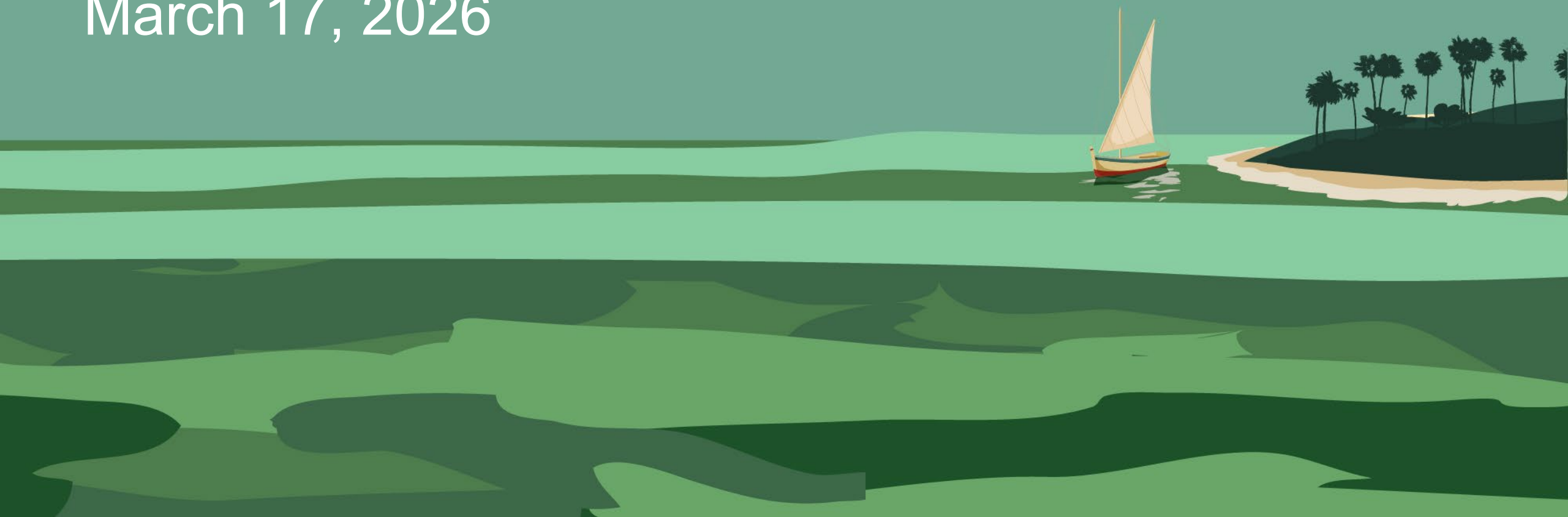
Politico Update

Eddie Bernacchi



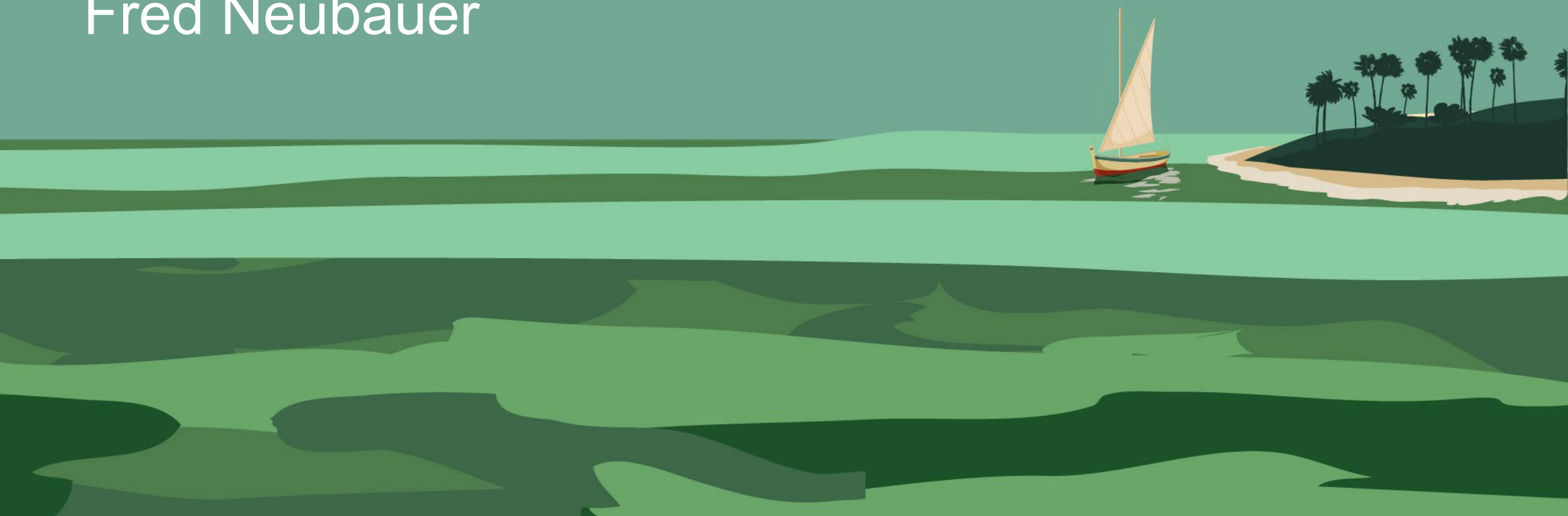
Approval of the Minutes

March 17, 2026



Vice Presidents Report

Fred Neubauer



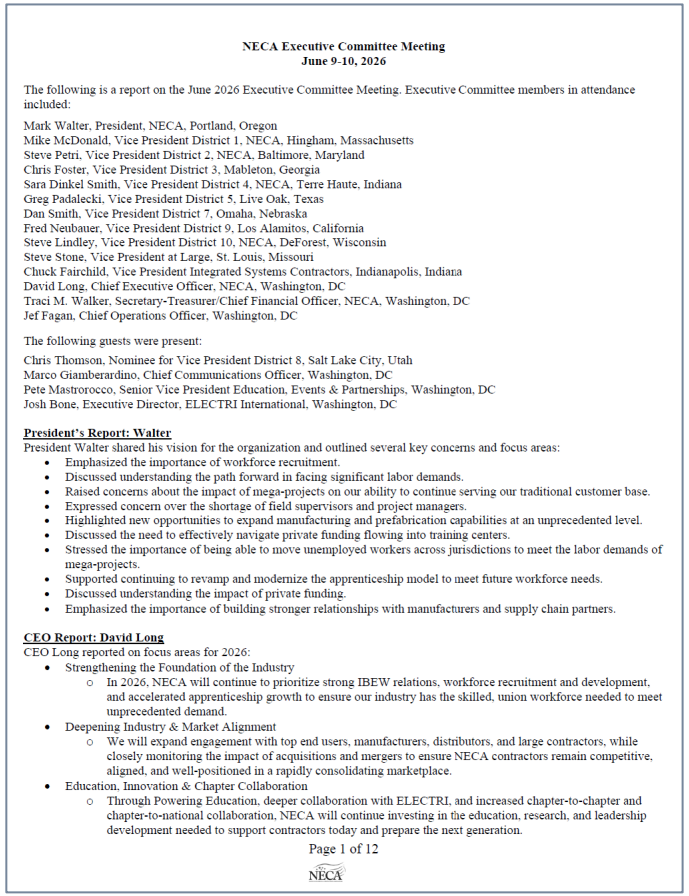
EC Report And Initiatives

Highlights:

WORKFORCE RECRUITMENT!!!!

- How to keep up with Labor Demands
- Education – Labor and Management
- Organizing
- Private Investments!

  - NEIB
  - Cameras
  - Chapter Executive Education
  - NECA 125 at Convention



NECA Executive Committee Meeting
June 9-10, 2026

The following is a report on the June 2026 Executive Committee Meeting. Executive Committee members in attendance included:

Mark Walter, President, NECA, Portland, Oregon
Mike McDonald, Vice President District 1, NECA, Hingham, Massachusetts
Steve Petri, Vice President District 2, NECA, Baltimore, Maryland
Chris Foster, Vice President District 3, Mableton, Georgia
Sara Dinkel Smith, Vice President District 4, NECA, Terre Haute, Indiana
Greg Padalecki, Vice President District 5, Live Oak, Texas
Dan Smith, Vice President District 7, Omaha, Nebraska
Fred Neubauer, Vice President District 9, Los Alamitos, California
Steve Lindley, Vice President District 10, NECA, DeForest, Wisconsin
Steve Stone, Vice President at Large, St. Louis, Missouri
Chuck Fairchild, Vice President Integrated Systems Contractors, Indianapolis, Indiana
David Long, Chief Executive Officer, NECA, Washington, DC
Traci M. Walker, Secretary-Treasurer/Chief Financial Officer, NECA, Washington, DC
Jef Fagan, Chief Operations Officer, Washington, DC

The following guests were present:

Chris Thomson, Nominee for Vice President District 8, Salt Lake City, Utah
Marco Giamberardino, Chief Communications Officer, Washington, DC
Pete Mastrorocco, Senior Vice President Education, Events & Partnerships, Washington, DC
Josh Bone, Executive Director, ELECTRI International, Washington, DC

President's Report: Walter
President Walter shared his vision for the organization and outlined several key concerns and focus areas:

- Emphasized the importance of workforce recruitment.
- Discussed understanding the path forward in facing significant labor demands.
- Raised concerns about the impact of mega-projects on our ability to continue serving our traditional customer base.
- Expressed concern over the shortage of field supervisors and project managers.
- Highlighted new opportunities to expand manufacturing and prefabrication capabilities at an unprecedented level.
- Discussed the need to effectively navigate private funding flowing into training centers.
- Stressed the importance of being able to move unemployed workers across jurisdictions to meet the labor demands of mega-projects.
- Supported continuing to revamp and modernize the apprenticeship model to meet future workforce needs.
- Discussed understanding the impact of private funding.
- Emphasized the importance of building stronger relationships with manufacturers and supply chain partners.

CEO Report: David Long
CEO Long reported on focus areas for 2026:

- Strengthening the Foundation of the Industry
  - In 2026, NECA will continue to prioritize strong IBEW relations, workforce recruitment and development, and accelerated apprenticeship growth to ensure our industry has the skilled, union workforce needed to meet unprecedented demand.
- Deepening Industry & Market Alignment
  - We will expand engagement with top end users, manufacturers, distributors, and large contractors, while closely monitoring the impact of acquisitions and mergers to ensure NECA contractors remain competitive, aligned, and well-positioned in a rapidly consolidating marketplace.
- Education, Innovation & Chapter Collaboration
  - Through Powering Education, deeper collaboration with ELECTRI, and increased chapter-to-chapter and chapter-to-national collaboration, NECA will continue investing in the education, research, and leadership development needed to support contractors today and prepare the next generation.





FOX BUSINESS LIVE

GOOGLE LAUNCHES $50M SKILLED TRADE JOB INITIATIVE

VARNEY & CO.

DOW
50,199.40
▲ 280.62
+0.56%

NAS 100 28,783.30 ▲ 275.28 +0.97%

LAST TRADES ▶ [HPE] 45.50 ▲ 0.01 | UNITEDHEALTH GROUP [UNH] 405

NECA TRI-DISTRICT

Google.org

INVESTING IN AMERICA'S ELECTRICAL WORKFORCE

Proud Supporter of the
electrical training ALLIANCE
A Joint Apprenticeship of NECA and the IBEW

$50 MILLION
Investment through Google.org's AI Opportunity Fund

300,000+ WORKERS
Expected to receive skilled trades training nationwide

70,000+ APPRENTICES
Gaining access to Google AI Essentials training

VR/AR LEARNING TOOLS
Being developed to enhance hands-on instruction

AI LEADERSHIP TRAINING
Pilots preparing the next generation of foremen



etA electrical training ALLIANCE
A JOINT APPRENTICESHIP OF NECA & IBEW | NECA

Proposed Inside and Outside Category I Language Change

(e) By mutual agreement only, the Chapter, or an Employer withdrawing representation from the Chapter or not represented by the Chapter, may jointly, with the Union, submit the unresolved issues that remain on the 20th of the month preceding the next regular meeting of the Council on Industrial Relations for the Electrical Contracting Industry (CIR) for adjudication. Such unresolved issues shall be submitted no later than the next regular meeting of the Council following the expiration date of this Agreement or any subsequent anniversary dates. The Council's decisions shall be final and binding.

California PAGA Taskforce

Mission



Build statewide resources for California Chapters & contractors



Facilitate education and access to subject matter experts



Monitor emerging legal developments and bargaining trends



Foster opportunities for members to share experiences, tools, and best practices

California PAGA Taskforce

Current Areas of Focus

Agreement Verification	Legal Developments	Bargaining Trends	Education	Labor Collaboration	Resource Development
Continue collecting and verifying California agreements and supporting documentation.	Monitor emerging legal developments and LWDA guidance impacting PAGA.	Document bargaining outcomes and identify successful negotiation strategies.	Develop educational opportunities and resources for chapters and contractors.	Facilitate dialogue with labor leadership on PAGA exemptions and related issues.	Expand and maintain California PAGA Agreement Resource.

California PAGA Taskforce

Progress to Date

Statewide Collaboration	• Established a collaborative forum for California chapters and contractors to share information and best practices.
Agreement Resource	• Developed a centralized California PAGA Agreement Resource.
Education	• Expanded educational opportunities through an approved Convention session and a proposed Labor Relations Conference session.
Labor Dialogue	• Scheduled a discussion with IBEW International Vice President Dave Reeves to better understand perspectives on PAGA exemptions.
Legal Awareness	• Monitored significant PAGA reforms and emerging LWDA guidance.

What We've Built

California PAGA Agreement Resource

Agreement Inventory

Catalog of agreement types and PAGA exemption language.

Language Comparison

Side-by-side comparison of agreement language across California.

Agreement Type	PAGA Exemption Language	PAGA Exemption Date Adopted	PAGA Language Sunset Date	Negotiation Details
Inside	Section 1.11 – PAGA Waiver - Add the following language It is mutually agreed that this Agreement prohibits any and all violations of the sections of the California Labor Code that are listed in section 2699.5 of the California Labor Code and would be	6/1/2026	Evergreen	PAGA waiver language was adopted as part of the 2026 settlement package. In exchange, the Union received a three-year package increase totaling $18.00 ($2.00 effective September 1, 2026; $5.50 effective January 1, 2027; $5.50
Inside	The Union and the Employer agree to the following clarification of the existing practice regarding the grievance and arbitration procedures set forth in Article I of this Agreement. The Union and the Employer agree that the following text does not add new conditions but rather explains the historical understanding and interpretation of the	12/1/2023	11/30/2027	
Oilfield	The Union and the Employer agree to the following clarification of the existing practice regarding the grievance and arbitration procedures set forth in Article I of this Agreement. The Union and the Employer agree that the following text does not add new conditions but rather explains the historical understanding and interpretation of the	12/1/2023	11/30/2027	
CW/CE	The Union and the Employer agree to the following clarification of the existing practice regarding the grievance and arbitration procedures set forth in Article I of this Agreement. The Union and the Employer agree that the following text does not add new conditions but rather explains the historical understanding and interpretation of the	12/1/2023	11/30/2027	

Negotiation History

Documents what was negotiated in exchange for PAGA language

Adoption & Sunset Dates

Track when language was adopted and when it expires.

A Living Resource Continuously updated as agreements are negotiated, renewed and revised.

California PAGA Taskforce

What's Next

This Afternoon: PAGA Taskforce Meeting

- Prioritize next phase of task force initiatives
- Review and refine task force resources developed to date
- Brainstorm a PAGA Best Practices Checklist
- Prepare for Saturday's discussion with IVP Dave Reaves

Saturday: Discussion with IVP Reaves

- Better understand IBEW perspectives on PAGA exemptions
- Discuss questions submitted by District 9 Council members
- Continue building productive labor dialogue

Looking Ahead:

- Develop a PAGA Best Practices Checklist
- Explore a PAGA Pitfalls resource for California chapters
- Present a PAGA education session at the NECA Convention
- Expand the California PAGA Agreement Resource

California PAGA Taskforce

How You Can Help

Share Your Questions

- Questions you'd like us to discuss with Dave Reeves and the IBEW.

Share Agreements & Language

- Missing agreements, PAGA exemption language, related bargaining information, and agreement updates.

Share PAGA Experiences

- Contractor experiences with PAGA claims, settlements, litigation, outcomes, and lessons learned.

Share Best Practices

- Successful bargaining strategies, implementation ideas, practical tools, and innovative approaches.



Contribute to the California PAGA Task Force

D9 Meeting Planning

Discussion:

- **Chapter Reports**
- **National Committee Reports**
- **Welcome Reception/Dinner**

2027 D6 & D9 Summer Conference



2028 Tri District Ideas

Targeting July 11-15, 2028



Victoria

- Fairmont Empress $500



Quebec City

- Fairmont Le Chateau Frontenac $500



Koloa, Kauai

- Grant Hyatt Kauai $500



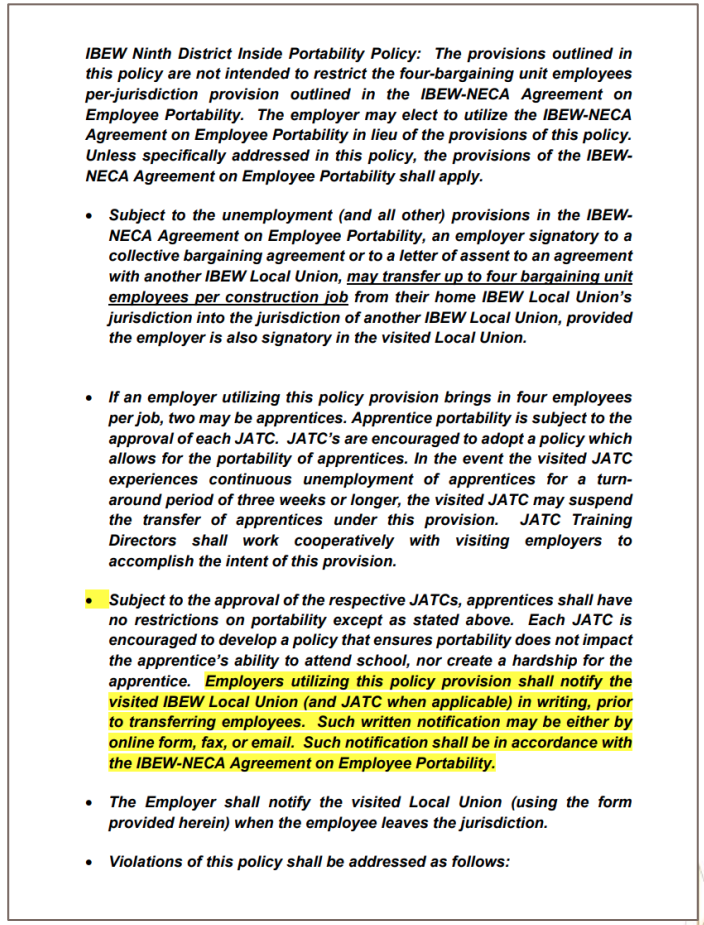
Maui

- Ritz-Carlton $550
- Grand Wailea $ 500
- Westin $450
- Hyatt Regency $400

IBEW 9th District Portability MOU

Questions for Discussion (Continued…):

- Which LU jurisdictions are pushing back?
- What are they pushing back on?
- Home Local difference between IBEW 9th Dist. MOU and WA State Portability:
- IBEW MOU defines home local *based on Contractor*
- WA State defines home local *based on employee dispatched area*
- What would you like to change?



IBEW Ninth District Inside Portability Policy: *The provisions outlined in this policy are not intended to restrict the four-bargaining unit employees per-jurisdiction provision outlined in the IBEW-NECA Agreement on Employee Portability. The employer may elect to utilize the IBEW-NECA Agreement on Employee Portability in lieu of the provisions of this policy. Unless specifically addressed in this policy, the provisions of the IBEW-NECA Agreement on Employee Portability shall apply.*

- *Subject to the unemployment (and all other) provisions in the IBEW-NECA Agreement on Employee Portability, an employer signatory to a collective bargaining agreement or to a letter of assent to an agreement with another IBEW Local Union, may transfer up to four bargaining unit employees per construction job from their home IBEW Local Union's jurisdiction into the jurisdiction of another IBEW Local Union, provided the employer is also signatory in the visited Local Union.*

- *If an employer utilizing this policy provision brings in four employees per job, two may be apprentices. Apprentice portability is subject to the approval of each JATC. JATC's are encouraged to adopt a policy which allows for the portability of apprentices. In the event the visited JATC experiences continuous unemployment of apprentices for a turn-around period of three weeks or longer, the visited JATC may suspend the transfer of apprentices under this provision. JATC Training Directors shall work cooperatively with visiting employers to accomplish the intent of this provision.*

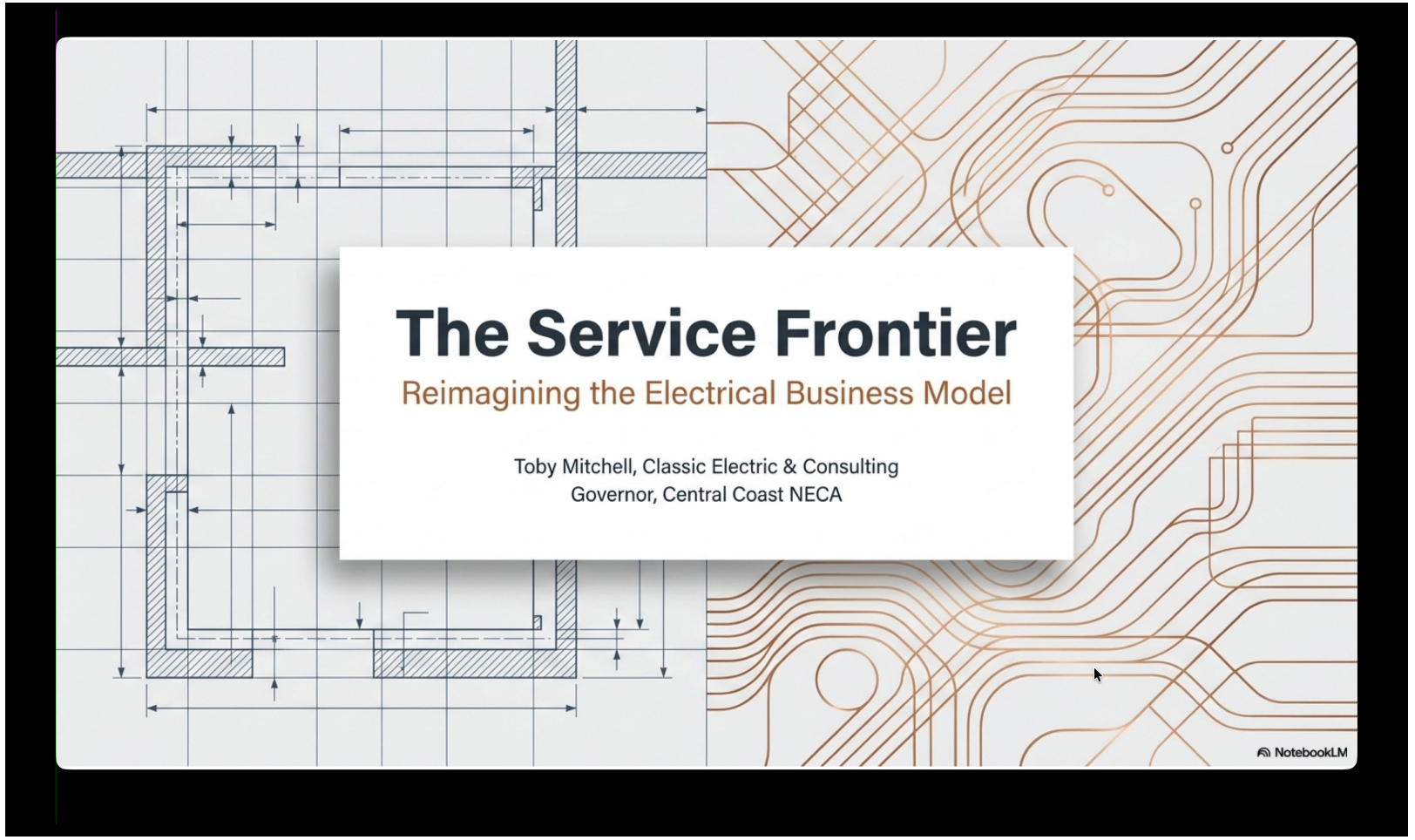
- *Subject to the approval of the respective JATCs, apprentices shall have no restrictions on portability except as stated above. Each JATC is encouraged to develop a policy that ensures portability does not impact the apprentice's ability to attend school, nor create a hardship for the apprentice. Employers utilizing this policy provision shall notify the visited IBEW Local Union (and JATC when applicable) in writing, prior to transferring employees. Such written notification may be either by online form, fax, or email. Such notification shall be in accordance with the IBEW-NECA Agreement on Employee Portability.*

- *The Employer shall notify the visited Local Union (using the form provided herein) when the employee leaves the jurisdiction.*

- *Violations of this policy shall be addressed as follows:*

Academy Update

Toby Mitchell





Questions and Comments

Questions?

What do you want us to know?

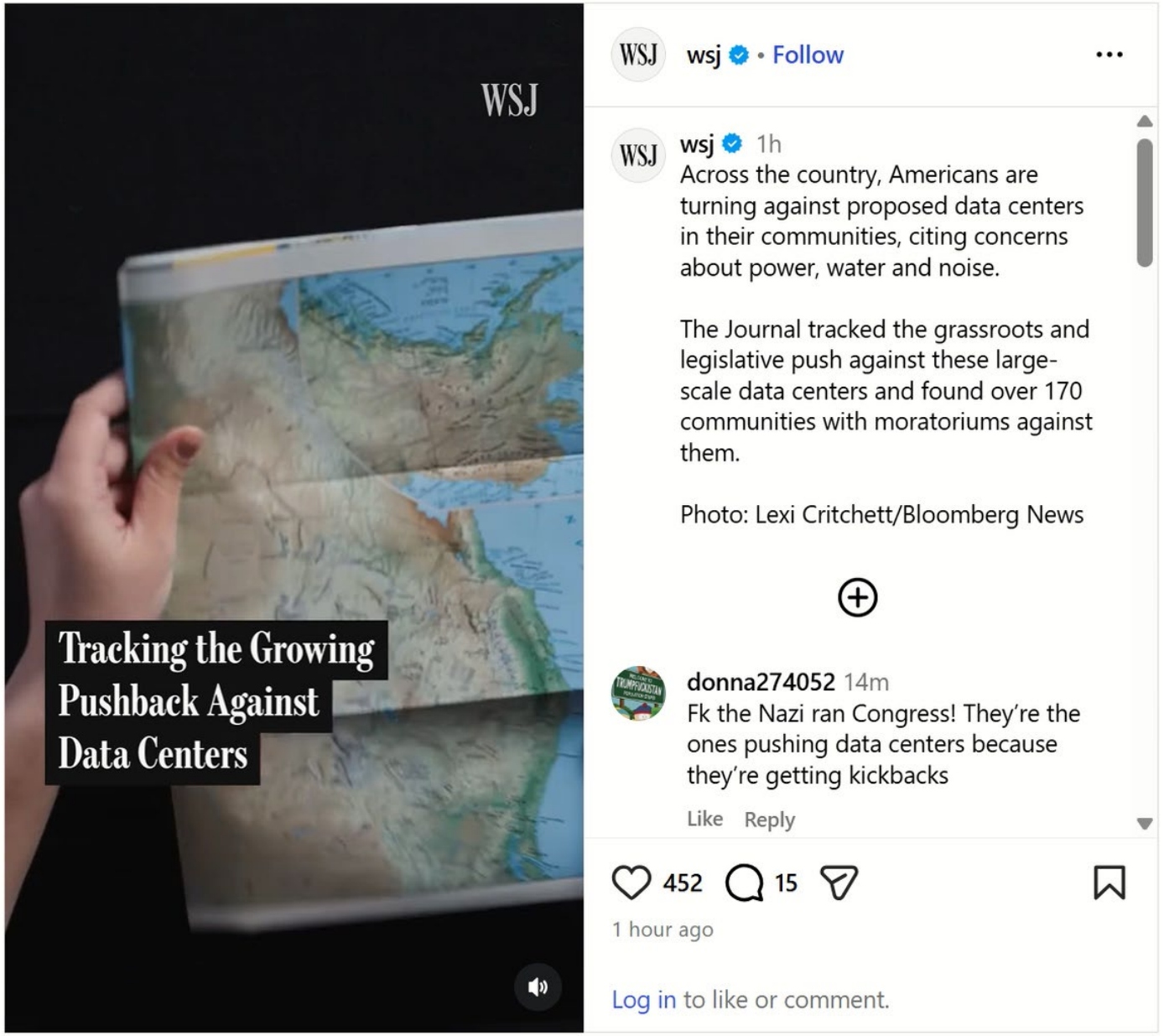
How can we help?

WR DIRECTOR UPDATE

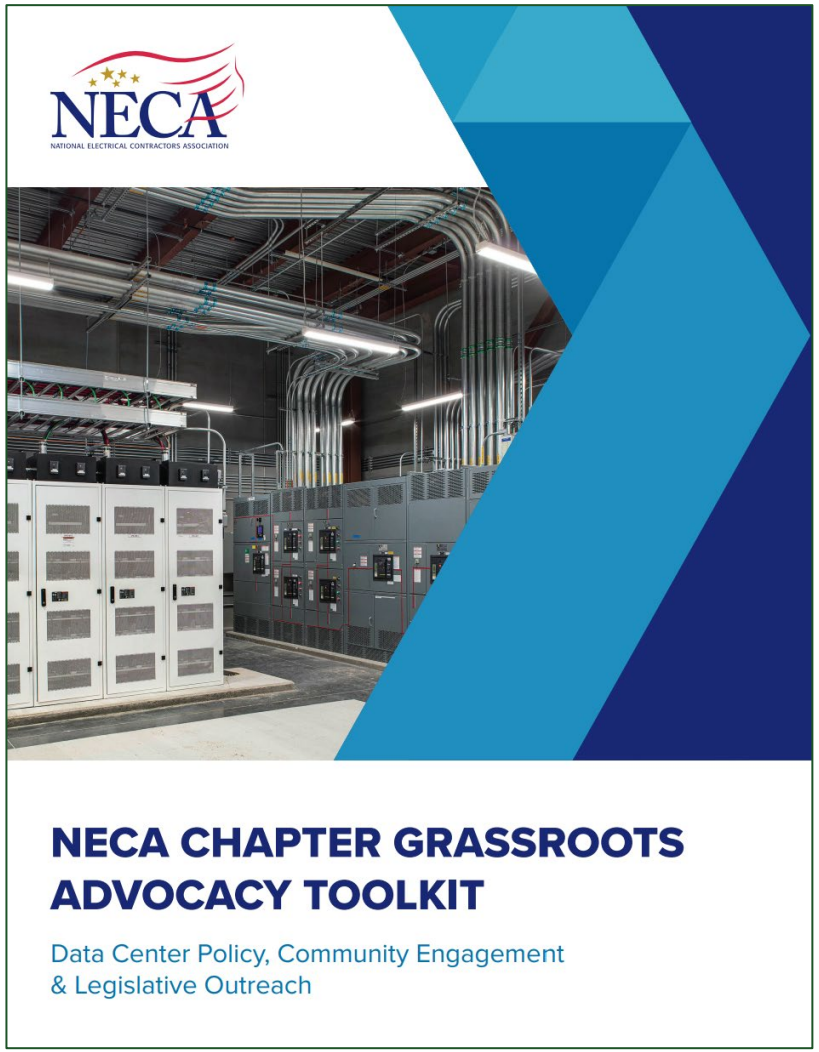
Nicole Hite



Datacenter Pushback…



Datacenter Advocacy Tool Kit



Chapter 1: Messaging Overview

PRIMARY AUDIENCE: All Audiences

Use these messages consistently across meetings, fact sheets, media responses, and member action alerts. The goal is a unified voice across your chapter.

Core Narrative

Data centers are critical infrastructure for AI, cloud services, hospitals, finance, manufacturing, and national security. Their growth is exposing the need to modernize the grid—it is not a reason to stop building.

NECA's Role

Electrical contractors design, install, and commission substations, transmission-related work, backup power, advanced controls, and the electrical systems inside mission-critical facilities.

Policy Frame

The question is not whether infrastructure demand exists. The question is whether [STATE] will build the energy, transmission, and workforce capacity needed to compete.

Tone Guidance

- Lead with jobs, reliability, and community benefit
- Acknowledge legitimate local concerns: power, water, noise, siting, and tax structure
- Pivot to practical solutions: smart siting, transparent cost allocation, workforce investment, and efficient permitting

Workforce Development Resources



SINGLE-EMPLOYER HIRING EVENT

OUTREACH + STRUCTURE BEST PRACTICES • NECA 2026

ADVANTAGE: Single-employer events capture 100% of all candidates exclusively for your company. Every person who walks through the door is yours to evaluate, interview, and hire — with no competition from other contractors at the table.

OUTREACH BEST PRACTICES

BEFORE THE EVENT: INTERNAL

- Tell every employee the hiring goal, exact number needed and why. Transparency drives referrals.
- Launch employee referral program: simple ask, clear bonus (if applicable). Text or email is enough.
- Ask 2–3 employees for a short testimonial quote to use on social media in the days before the event.
- Identify bilingual (Spanish-speaking) employees for markets where needed.

BEFORE THE EVENT: EXTERNAL

- Post job on IBEW local union board at least 4 weeks out (confirm with local).
- Issue a press release to local media — use the NECA sample template (contact Paul Flynn).
- Post on company website, social media (Facebook, LinkedIn, Instagram), and job boards (Indeed, etc.).
- Send email outreach to local workforce boards, trade schools, and community colleges.
- Post QR code at your job sites and in your facility. Test it on multiple devices before distributing.
- Geofencing: IBEW Digital Organizing can fence job sites and supply houses to target active electricians, contact your SOC.
- Pre-registration link captures candidates who can't attend but want to be contacted. Data doubles attendance in many cases.

BOOTH & BRANDING MATERIALS

- Contractor name and logo should be included on EVERYTHING. Candidates want to know who they're working for.
- Company banner, brochures, project photos, up-coming job locations, benefits info, and company history.
- Promotional merchandise (pens, hats, shirts) visible at the booth.
- Service trucks in the parking lot. Monitors or tablets showing project videos.
- Use former non-union employees as ambassadors, relatable experience for non-union candidates.

NECA SUPPORT
NECA Workforce Development and the IBEW Digital Organizing team can create flyers, QR codes, geofencing ads, and press release templates. Contact Paul Flynn or your NECA Field Rep.

STRUCTURE BEST PRACTICES

PREPARATION (4 WEEKS OUT)

- Define your exact hiring goal by experience level: 0–3 yrs, 3–5 yrs, 5–10 yrs, 10+ yrs.
- Clarify classification requirements with IBEW local (1,000-hr, 2,000-hr, 3,000-hr, 8,000-hr applicants).
- Confirm IBEW local contact. Request weekly check-ins. Agree on roles, referral process, and data sharing.
- ***Best practice:*** 1 IBEW rep on-site per 10 expected candidates. Push for electronic referrals.
- Choose venue. ***Best practice:*** close to job site so candidates can picture Day 1.
- Wednesday or Thursday recommended — allows IBEW blitz activity early in the week. Best event time: 3:00 PM – 7:00 PM. This catches candidates coming off day shifts. If the event is well attended, plan to stay late.
- Set up registration and candidate information QR code.

STAFFING

- Hiring manager or decision-maker present and authorized to make same-day offers.
- HR representative, foreman or superintendent, and bilingual rep if market requires.
- 1 hiring representative per 30 applicants expected. Plan for 150% of expected attendance.
- Be set up 15 minutes before start. Stay for the full duration.

DAY-OF: CANDIDATE FLOW

1. **CHECK-IN:** Candidate scans QR or signs in. Sign-in form captures: name, contact, years of experience, how they heard about the event. Sort into experience tier.
2. **EXPERIENCE SORT:** Route to correct interview queue by tier. Clear signage. Keep it moving.
3. **INTERVIEW:** Structured questions by tier. Evaluation card filled out during the interview, not after. Bilingual interviewer if needed.
4. **SS/IRS VERIFICATION:** Verify hours on-site. Use IRS tax records (bit.ly/irsrecords) or SS admin site (Paul Flynn's guidance packet). 1 station per 30–40 expected applicants.
5. **OFFER OR DECLINE:** Yes — conditional offer signed on-site, drug screen appointment scheduled, first day confirmed (date, time, address). No — collect contact info, thank the candidate.
6. **IBEW REFERRAL:** Written on-site by IBEW rep. Electronic strongly preferred. Confirm OSHA 10 (or other) status; schedule training if lacking.

Single-Employer Hiring Event — NECA SUPPORT: Paul Flynn: event coordination, guidance packet, SS admin. Elise Baker: press release, social amplification

Single Employer Hiring Event:

Multi-Employer Hiring Event:

D9 NEGOTIATIONS SUMMARY

District 9 has 8 Inside Agreements Expiring in 2026

Anniversary	Chapter	Local	PRE-CIR Pack	Year 1	%	Year 2	%	Year 3	%	Av Year %
6/30/2026	Los Angeles	11	$100.56							
7/31/2026	Los Angeles	40	$100.68							
5/31/2026	Contra Costa	302	$104.66	5.90	5.63%	6.00	5.43%	6.10	5.23%	5.43%
5/31/2026	Sacramento*	340	$84.48	6.00	7.10%	4.25	4.70%	4.25	4.49%	5.43
5/31/2026	CA. Central Coast	413	$79.77	7.50	9.3%	5.50	6.2%	5.00	5.4%	6.97%
11/30/2026	Southern Sierras	440								
5/31/2026	Orange County	441	$88.10	4.10	4.7%	4.20	4.6%	4.70	4.9%	4.73%
8/22/2026	Hawaii	1186								
Averages				**$5.86**	**6.68%**	**$4.99**	**5.23%**	**$5.01**	**5.01%**	**5.6%**

Only the first three years of increases are shown

Western Region Point Person



Outside Line



Education Outreach



Workforce Development



Low Voltage Systems



Large Contractors

National Workforce Development Push

1. Significant workforce shortages and approximate manpower needs
2. Areas with notable unemployment that may benefit from travel/incentive project advertising
3. Any situations where local dynamics may be limiting contractor growth or market expansion
4. Positive success stories involving growth, workforce development, or creative solutions to meet customer demand
5. Upcoming job fairs or workforce recruitment events involving customers, Chapters, IBEW locals, or employers

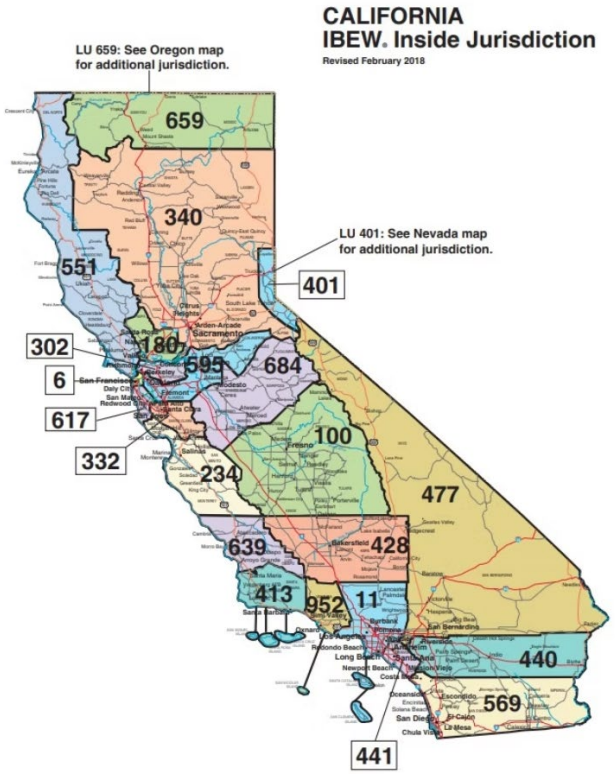
WRNECA.ORG!!


WR Home
Inside Maps
District 6
District 8
District 9
Outside Maps
WR District 10
Resources
NECA
WESTERN REGION
NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION
Welcome to the NECA Western Region Website!
NECA's Western Region encompasses NECA Districts 6, 8, & 9
with nearly 35 Chapters across 11 states
Here you can access Jurisdictional Maps, Chapter Contact information and MORE!!!
Simply hover over the tabs up top to see dropdown menus to explore or:
Get Started Inside Construction
Get Started Outside Line
Your Western Region Team.
Combining decades of experience, your WR Team is here to help!

WRNECA.ORG!!

California State
NECA/IBEW Jurisdiction Map

Index of Counties Below



Click on Local # to go to Jurisdiction Pages!

6 11 100 180 234 302 332 340
401 413 428 440 441 477 551 569
595 617 639 659 684 952

Index of California Counties

595	Alameda	441	Orange
340/401	Alpine *Click for Map Link*	340/401	Placer *Click for Map Link*
340	Amador	340	Plumas
340	Butte	440	Riverside
595	Calaveras	340	Sacramento
340	Colusa	234	San Benito
302	Contra Costa	477	San Bernardino
551	Del Norte	569	San Diego
340/401	El Dorado *Click for Map Link*	6	San Francisco
100	Fresno	595	San Joaquin
340	Glenn	639	San Luis Obispo
551	Humboldt	617	San Mateo
569	Imperial	413	Santa Barbara

WRNECA.ORG!!

WR Home | Inside Maps | District 6 | District 8 | District 9 | Outside Maps | WR District 10 | Resources

Los Angeles NECA

IBEW 11 & 952 (*40 Motion Picture)

100 E Corson St Suite 410, Pasadena, CA 91103
Office Phone 626.792.6322
Executive Director: Eric Cartier
Click to Send Email
Website: laneca.org

***We highly recommend that prior to bidding or performing work in any jurisdiction to contact the Chapter to clarify governing documents.*



Inside Agreements

Local 11
(Use the links below and click on **Local 11- Inside**)

Current Inside CBA

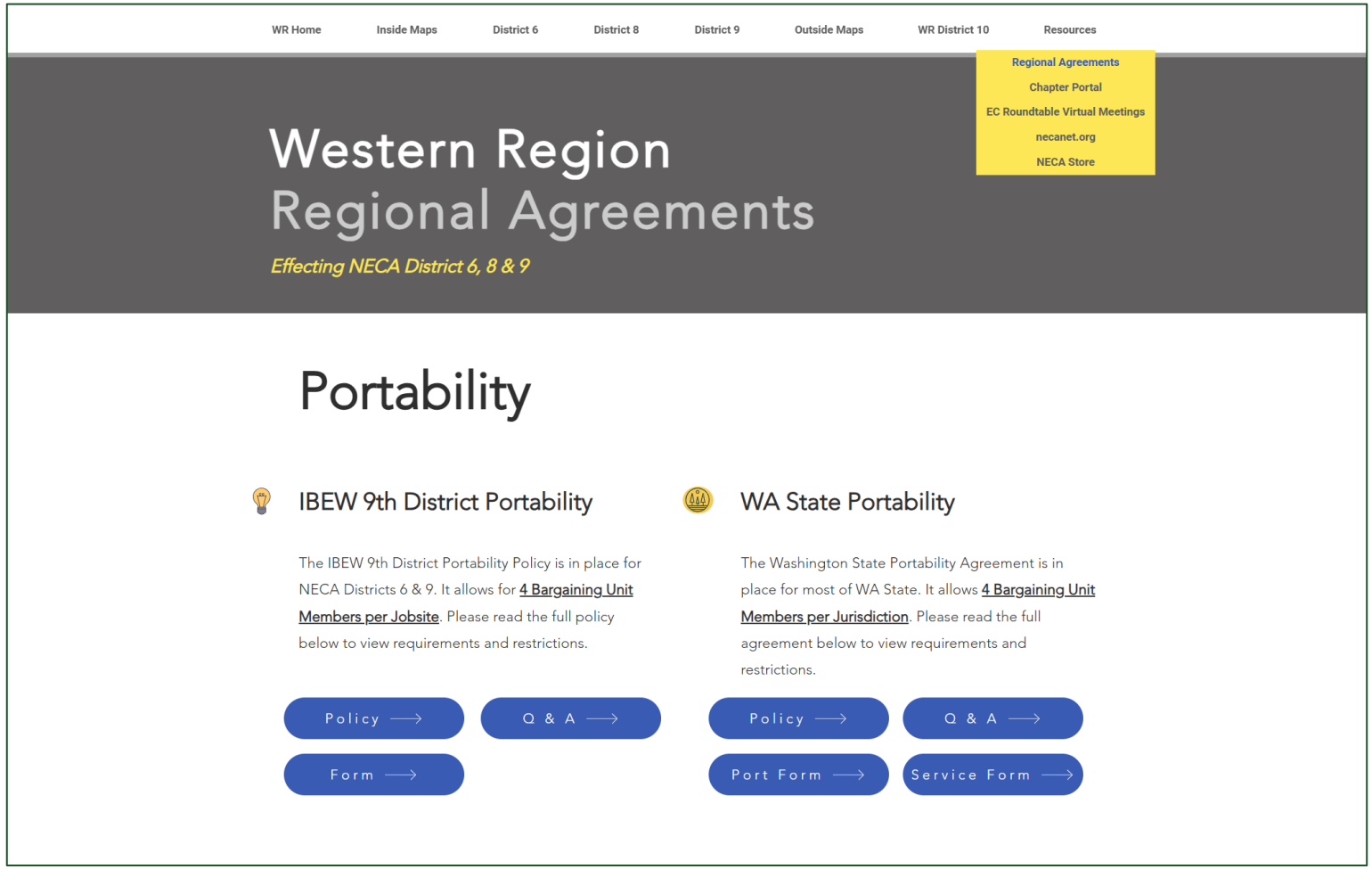
Inside Cost Sheet

Local 952
(Using the links below, scroll down and select **Local 952 - Inside**)

Current Inside CBA

Inside Cost Sheet

WRNECA.ORG!!


WR Home
Inside Maps
District 6
District 8
District 9
Outside Maps
WR District 10
Resources
Regional Agreements
Chapter Portal
EC Roundtable Virtual Meetings
necanet.org
NECA Store
Western Region
Regional Agreements
Effecting NECA District 6, 8 & 9
Portability
IBEW 9th District Portability
The IBEW 9th District Portability Policy is in place for NECA Districts 6 & 9. It allows for 4 Bargaining Unit Members per Jobsite. Please read the full policy below to view requirements and restrictions.
Policy
Q & A
Form
WA State Portability
The Washington State Portability Agreement is in place for most of WA State. It allows 4 Bargaining Unit Members per Jurisdiction. Please read the full agreement below to view requirements and restrictions.
Policy
Q & A
Port Form
Service Form

WRNECA.ORG!!

EC Roundtable Virtual Meetings Presentation Links

Brought to you by NW Technology Innovation Communication Collaboration (TICC) Committee

Welcome to the NW Electrical Contractor Virtual Roundtable!

What is it?

Contractor-driven forum designed for meaningful discussion, peer exchange, and timely industry topics. 8 virtual EC meetings per year!

Who should Attend?

Open to all NECA Washington, Oregon & Alaska Electrical Contractors. Owners, executives, project managers, safety professionals, operations leaders, HR professionals, and emerging leaders.

Industry Specific Hot Topics & Speakers

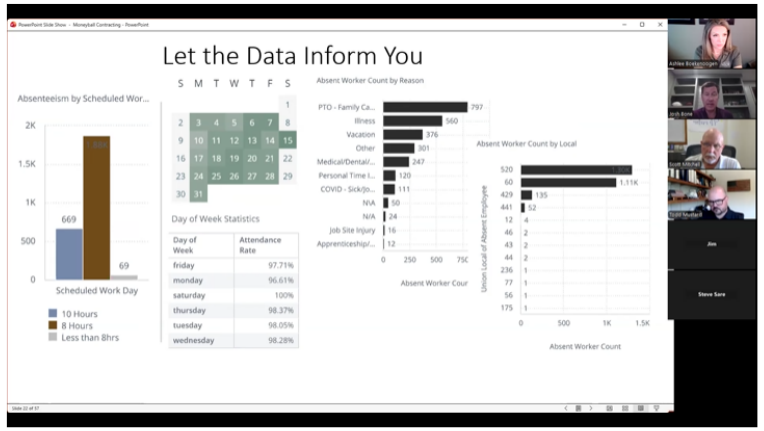
Speakers and topics will be curated in advance based on contractor input.

Ex: Technology & Innovation, NECA-IBEW Labor Relations, Workforce Development & Recruitment, Legislative and regulatory updates, Safety Trends & Best Practices.

Big conversations are coming! - watch for EC Roundtable drops from your NECA Chapters!

Have an idea for a hot topic?

Email Ashlee Boekenoogen at ashlee.boekenoogen@necanet.org



Moneyball Contracting - Leveraging Data in Electrical Contracting feat Josh Bone - 5/21/2026

- Moneyball Contracting - ECR Virtual Mtg Recording (above)
- Moneyball Contracting - PowerPoint
- Josh Bones Prompt Library:
  - Electrical Superintendents Pre-Prompt Library
  - Electrical Project Manager's Pre-Prompt Library
  - Electrical Estimator's Pre-Prompt Library
  - Electrical Contractor COO's Pre-Prompt Library
  - Electrical Contractor Controller's Pre-Prompt Library

How to Engage Today's Workforce feat Amanda King - 3/12/2026

- Virtual Meeting Take Away Summary
- There is no video recording for this EC Roundtable

This platform is brought to you by the NW Technology Innovation Communication Collaboration (TICC) Committee, which is comprised of 27 NECA contractor members and Chapter Executives across Washington, Oregon and Alaska. NW TICC meets quarterly to discuss important issues that are facing our region to find innovative ways to drive positive impact to the electrical industry.

Join us for the 2026 NECA Labor Relations Conference!

November 2-4, 2026 | Scottsdale, AZ

Who Should Attend?

- Individuals in a wide variety of roles across NECA member companies, chapters and other related groups who interact with bargaining unit employees and/or our local union industry partners.

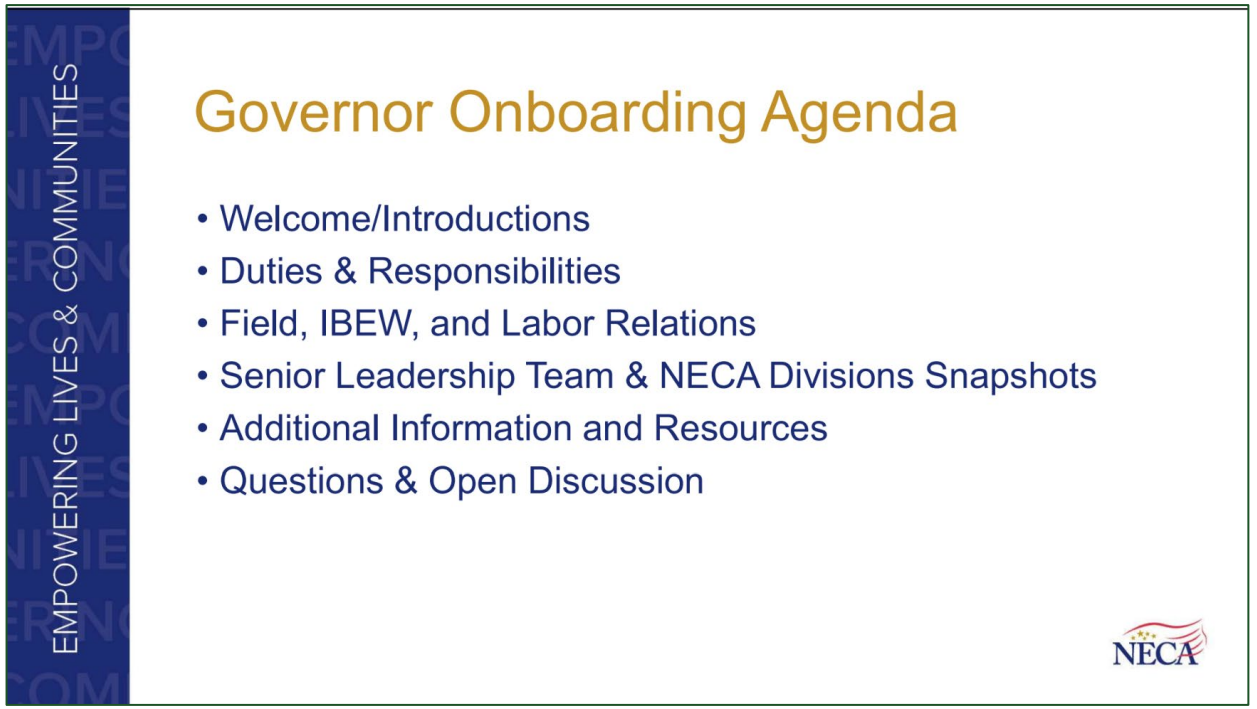
Why Should You Attend?

- Participate in tailored learning opportunities alongside seasoned professionals and fellow participants. Delve into a wide array of topics in labor relations and workforce development, ranging from foundational principles to current, pressing issues. Seize the chance to broaden your understanding of subjects that directly influence your company and chapter!



GOVERNOR TRAINING

We plan to offer a virtual Governor training for any Governors, Potential Governors, or interested Members/Chapter Staff prior to Convention!



NATIONAL COMMITTEE & TASK FORCE REPORTS



NECA NATIONAL COMMITTEE AND TASK FORCE REPORT

Codes and Standards

Fred Neubauer



NECA NATIONAL COMMITTEE AND TASK FORCE REPORT

Council on Industrial Relations

Nicole Hite & Pat McMurray



Council On Industrial Relations

History	Request	Heard	Grievance	Wage	Line
2020	97	33	14	19	1
2021	137	49	20	29	5
2022	101	32	22	10	2
2023	103	41	17	24	10
2024	136	49	23	26	4
2025	127	54	37	15	2

2026 Cases	Requests	Heard	Grievance	Wage	Line
February	19	10	9	1	2
May	42	16	6	10	2
Total	61	26	15	11	4

2026 WR CIR Panel Members

Larry Bell – Alaska Chapter
Pat McMurray – T&R Communications
Nicole Hite – Western Region

Future Sessions 2026

August 18th - 20th
November 17th - 19th

Click to view the CIR Video



NECA NATIONAL COMMITTEE AND TASK FORCE REPORT

ELECTRI

Andy Berg



NECA NATIONAL COMMITTEE AND TASK FORCE REPORT

Government Affairs

Kevin Gini



NECA NATIONAL COMMITTEE AND TASK FORCE REPORT

Management Development

Daryl Suehiro



2025 Education Highlights

- 12,840 course registrations
- 93% of NECA chapters served
- 74 in-person programs and 34 virtual classrooms
- 600+ trained in Field Leadership Essentials
- Sold out Safety Professionals Institute and Executive Management Institute

Member Participation Growth

- 2025 registrations: 11,496
- 2024 registrations: 9,181
- 2023 registrations: 4,466
- Strong growth across districts
- Continued focus on awareness of educational resources

2026 Key Initiatives

- New Manual of Labor Units distribution
- 85 scheduled courses across multiple programs
- Launch of Principles of Electrical Contracting program
- Support for 11 national conferences
- Expansion of project management and leadership training

Strategic Outlook & Takeaways

- Education participation continues to grow
- New outreach and training professional networks established
- Project Management Apprenticeship expanding nationally
- Focus on workforce development and apprenticeship funding
- Positioning NECA members for long-term success

NECA NATIONAL COMMITTEE AND TASK FORCE REPORT

Marketing and Business Development

Brian Morales



NECA NATIONAL COMMITTEE AND TASK FORCE REPORT

Safety

Tim Dudek



NECA NATIONAL COMMITTEE AND TASK FORCE REPORT

Technology Systems Integration

John Strohecker



NECA NATIONAL COMMITTEE AND TASK FORCE REPORT

Women In NECA

Sarah Orgill



Women in NECA

- Find us in NECA Communities!
  - Discussions
  - Resources
  - Continued group engagement

- NECA Convention
  - WIN will host a breakfast and panel discussion from different women in different sectors of the industry,
  - Monday, October 5th, 7:30 AM - 9:00 AM.

Look out for quarterly webinars!

NECA NATIONAL COMMITTEE AND TASK FORCE REPORT

Workforce Development

David Clark



Chapter Reports



CALIFORNIA CENTRAL COAST

NECA TRI-DISTRICT

California Central Coast Chapter

DISTRICT 9 - NECA REPORT

July 2026

Maui Hawaii

OFFICERS:

President James Eddy

Governor Toby Mitchell

STAFF:

Shari Brunner, Executive Director

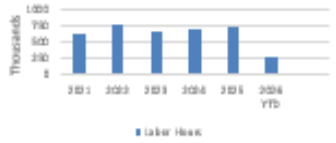
April Dockstader, Administrative Manager

CHAPTER UPDATE

Chapter Exec, Shari Brunner is working on increasing membership and the Chapter has invited a couple of potential member firms to join us at a dinner meeting later in June. The union is recommending NECA Membership to the contractors they have organized recently.

The Chapter Board recently revised the Chapter Bylaws and they are scheduled for approval at a meeting on June 24. The Chapter Development also created a new Mission Statement for the Chapter, also to be approved by the membership on June 24.

5 YEAR LOOK AT LABOR-HOURS



Year	Labor Hours
2021	608,473
2022	766,038
2023	661,547
2024	701,517
2025	746,092
2026 (YTD)	283041

Hours were down significantly in 2023, mainly due to project delays involving supply problems.

WORK PICTURE

Both areas are anticipated to have better than average hours for the next 3 to 4 years. There are several projects under construction in both locals that will keep the workforce busy.

EMPLOYMENT PICTURE

Local	Inside Wiremen Available	Inside Apprentice Available
Local 413	0	0
Local 639	2	0

WORKFORCE DEVELOPMENT INITIATIVES

The union and the training directors are actively participating in a variety of outreach programs and will involve the Chapter once they are close to signing a new contractor. Chapter staff then reaches out to them to discuss any questions or concerns they may have about the CBA and becoming signatory.

CONTRACT NOTABLES

Inside Contract	Base Wage	Total Package	2026 Increase
Local 639 - 1/1/2026 to 12/31/2026	$59.50	$85.04*	$5.00
Local 413 - 1/1/2026 to 08/31/2026	$54.61	$79.77*	$2.75
Local 413 – 9/1/2026 to 12/31/2026	$56.61	$81.77*	$2.00
Local 639 – 1/1/2027 to 12/31/2027	$TBD	$89.79*	$4.75
Local 413 – 1/1/2027 to 12/31/2027	$TBD	86.77	$5.00

NEGOTIATIONS

The Chapter recently concluded labor negotiations with Local 413, Santa Barbara County. The committee settled for three years, with an increase overall of $18.50. The committee was able to get some valuable language added including a PAGA waiver, an adjustment to the Health & Welfare contribution, and most of all, the union dropped their request for Modified CIR Language. During discussion, the Union had stated that they felt they should be able to strike if their conditions were not met.

Southern CA Sound & Communications Agreement was settled locally.

JATC

Both Local JATC's recently held graduation ceremonies for 8 new JW in Local 639 and 9 new JW in Local 413. Both of them are starting new apprentices now, with both classes expected to be larger than the graduating classes. San Luis Obispo's Training Director is completing his first year on the job, while Santa Barbara's Training Director has been on the job for 10+ years. The two are working cooperatively to share instructors for specialized training.

LMCC

San Luis Obispo's LMCC will be hosting a special seminar for the area electrical inspectors to come and learn more about the electrical code from NECA's Kyle Krueger.

Both areas will be working on manpower hiring events over the summer, and NECA Contractors will be participating.

CONTRA COSTA

NECA TRI-DISTRICT

Executive Director
Joey Reed

Governor
Sean McPeak

President
Casey Dias

Contra Costa Chapter
www.ccneca.org

DISTRICT 9 COUNCIL MEETING
Maui, Hawaii

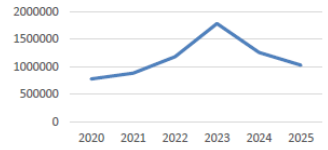
July 2026

Chapter Update

We have been working on cultivating a positive working relationship with the Business Manager and hosting more education courses for the Chapter members. There has been significant turnover within the Board of Directors and Officers due to recent retirements. But all spots are now filled.

Inside-Wireman Labor Hours

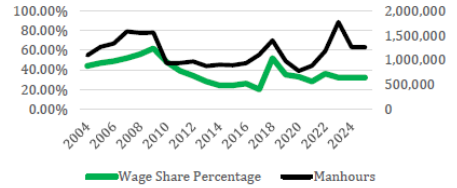
Year	Labor Hours	Percentage of Change
2020	778,115	-20%
2021	884,743	+12%
2022	1,183,157	+34%
2023	1,788,302	+51%
2024	1,261,723	-29%
2025	1,030,900	-19%



➢ Spike in hours caused by major refinery work.

Long Term Trends

Manhours compared with Industry Market Share Wage Percentage



Work Picture

Flat. Potential Data Center, Hydrogen Plant, and Senior Living Development.

Local 302 Employment Picture

Inside Wiremen Available: 920 Inside Apprentice Available: 100

Local 302 Inside Wireman Agreement

June 1, 2026 – May 31, 2029

	Wage	Health & Welfare	Retirement
Wage Rate in Effect March 1, 2026	$68.26/hr.	$18.85/hr.	$15.50/hr.

Negotiations

Settled Inside Negotiations April 9, 2026, and secured a three-year contract

JATC/Apprenticeship

Increasing full-time staff and searching for new facility

Labor-Management Cooperative Committee

Greater focus on Local Sponsorships, Education, and Training Opportunities

EAST CENTRAL CALIFORNIA

East Central CA Chapter

DISTRICT 9 - NECA REPORT

July 2026

Maui Hawaii

OFFICERS

President – Devon Fullmer
Vice President – Ryan Caglia
Treasurer – John Fowler
Governor – Dave Helsel

STAFF

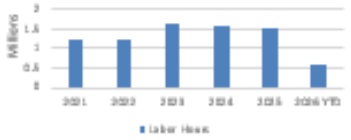
Executive Director – Dave Clark
Chapter Assistant – Denae Fullmer

CHAPTER UPDATE

John Fowler with Contra Costa Electric has joined the Board of Directors in the Treasurer role. Ryan Caglia moved from Treasurer to Vice President. We have started hosting contractor and journeymen training at the ECC NECA office and expanded the in-house trainings and certifications the chapter can offer to include:

- Field Leadership Essentials
- Foreman's Development Series
- VisalCoe
- OSHA 10/30
- First Aid/CPR
- MV cable certifications through Raychem
- Harger Grounding/Bonding

5 YEAR LOOK AT LABOR-HOURS



Year	Labor Hours	Percentage of Change
2021	1,198,781	+18%
2022	1,248,691	+4%
2023	1,641,501	+24%
2024	1,574,670	-4%
2025	1,511,572	-4%
2026 (YTD)	560,310	+13%

Hours in 2021 through 2024 were driven by solar and PLA projects. We saw a dip in solar projects in 2024 and 2025 but with the sunsetting of the Inflation Reduction Act funding. We have seen several large solar projects fast-tracked to get completed in time to access the IRA funding which has led to an explosion of hours for solar projects in 2026.

WORK PICTURE

We project that 2026 will be the highest hours on record for ECC NECA and IBEW Local 100. There is a 20 Gigawatt solar and battery project set to start in late 2027 that is supposed to employ 1000 IBEW hands for 9-10 years. The High-Speed Rail project Heavy Maintenance Facility is looking like, if built, will be built in our jurisdiction. This would employ approximately 200-300 Journeymen and Apprentices for 5+ years.

EMPLOYMENT PICTURE

Local	Inside Wiremen Available	Inside Apprentice Available
Local 100	0	0

WORKFORCE DEVELOPMENT INITIATIVES

CONTRACT NOTABLES

Inside Contract	Base Wage	Total Package	2026 Increase
Local 100 - 6/1/2024 to 5/31/2027	$51	$81.68	$3 ($1.50 remaining 9/1/26)

*Any special or notable conditions

NEGOTIATIONS

IBEW Local 100 has agreed to use Richard Barnes' Partnering Program with ECC NECA for negotiations of the next Inside Wireman agreement. We are doing 2 days with Richard in November and one more day in February or March when we open negotiations.

JATC

Our JATC has doubled in size over the last 5 years and we are in the middle of a complete remodel and expansion of our Training Center.

LMCC

No special initiatives involving the LMCC right now but we are hoping that IBEW Local 100 will come around to the idea of using these funds strategically to secure work for IBEW/NECA.

GREATER SACRAMENTO

Greater Sacramento Chapter NECA

Local 340

DISTRICT 9—NECA REPORT

July 2026

Maui, Hawaii

OFFICERS

Kevin Gini—President

Dick Nogleberg—Vice President

Brad Kirk—Governor

STAFF

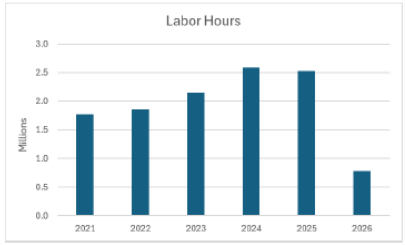
Noah Painter—Executive Director

Buzz Harris—Assistant Executive Manager, Reno Division

CHAPTER UPDATE

5 years of steady growth in Sacramento

5 YEAR LOOK AT LABOR HOURS



Year	Labor Hours	Percent Change
2021	1,765,741	
2022	1,856,640	5%
2023	2,150,099	16%
2024	2,590,817	20%
2025	2,522,314	-3%
2026 (YTD)	775,345	

WORK PICTURE

PLA's, grant program, and CE/CW classifications produce the majority of growth in Local 340. Projected minimum 30-40% growth over the next 2 years.

Employees in field Jan 2023 = 1,217

Employees in field Jan 2026 = 1,509

EMPLOYMENT PICTURE

Local	Inside Wiremen Available	Inside Apprentice Available
340	1,233 total with 438 out of work	488 total with 7 out of work

CONTRACT NOTABLES

Inside Contract	Base Wage	Total Package	2026 Increase
Local 340 6/1/2026—5/31/2030	$53.70	$95.77	6/1/26 Increase $1.00 to wages 6/1/2026 Increase $1.50 H&W

NEGOTIATIONS

Local 340 IW CBA negotiations completed.

JATC

Building new JATC facility (20,000 sqft) and remodeling the existing JATC building (16,000 sqft)

LMCC

18 Project Labor Agreements that has created over $15 billion in total construction work over the last 5 years

Currently we have 18 active PLAs with various state counties, cities, school districts in our jurisdiction

Grant program has created over 1 million hours in 2024

CECW produced 800,000 hrs. over the last 3 years

$5,000 incentive for non-union General Foreman/Foreman (organized 40 over last 3 yrs) 2023 – 2025

GREATER SACRAMENTO

NECA TRI-DISTRICT

Greater Sacramento Chapter
Northern Nevada Division
DISTRICT 9 - NECA REPORT
July 2026
Maui Hawaii

OFFICERS	**Kevin Gini-President**	**Brad Kirk -Governor**
STAFF	Noah Painter-Chapter Manager	Buzz Harris-Assistant Executive Manager

Division UPDATE

Major Data Centers continue to lay roots in Northern Nevada. A major lithium mine kicked off. Lot of solar projects and more mining projects coming.

5 YEAR LOOK AT LABOR-HOURS

Year	Labor Hours	Percentage of Change
2021	1,357,538	40%
2022	838,729	-39%
2023	1,341,549	60%
2024	1,778,957	33%
2025	4,148,442	233%
2026 (4/30)	2,516,690	274%

We are on track to reach another year of record hours with about 4,300 workers and 7-8 million hours.

WORK PICTURE

Major Data Centers continue to lay roots in Northern Nevada. A major lithium mine kicked off. Lot of solar projects and more mining projects coming.

EMPLOYMENT PICTURE

Local	Inside Wiremen Available	Inside Apprentice Available
Local 401	8	10

WORKFORCE DEVELOPMENT INITIATIVES

Continued efforts of organizing continue. Many project owners and contractors are offering incentives. Continued visits to most education programs (High Schools, Community Colleges, etc.), job fairs, special events and advertising (TV, Radio, Billboards, Print, Everywhere!!!)

NEGOTIATIONS

Not until 2028

JATC

Graduated 46 Apprentices, 2027 graduation will be small (6)
Starting the GAN program
2026-27 program- over 500 apprentices
Working on strategic plan-expand or move facilities? Day and/or Night programs?

LMCC

Continue to work of Market Area Conditions-Continue to grow the Union growth.

HAWAII

Chapter Name

DISTRICT 9 - NECA REPORT

July 2026

Maui Hawaii

OFFICERS

President: Daryl Suehiro
Vice President: Jody Hanamoto
Treasurer: Steve Watanabe

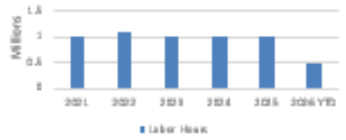
STAFF

Executive Director: Al Itamoto
Office Manager: Heather Kina

CHAPTER UPDATE

General news about recent chapter activity or initiatives. **Townhall Meeting – July 20th:** NECA/Chater updates for all signatories; **Creation of the Chapter Council:** Non-voting future leaders group; **Visit by Japan Electrical Contractors Association of Tokyo:** July 1

5 YEAR LOOK AT LABOR-HOURS



Year	Labor Hours	Percentage of Change
2021	2,645,800	-5.6%
2022	2,527,200	-4.5%
2023	2,716,600	+8.7%
2024	2,901,700	+5.6%
2025	2,714,700	-6.4%
2026 (YTD)	825,878	-18.0%

Explanation of hours with focus on significant variances: 2026 continues to be soft like 2025. The first quarter finished down 18% for the forecast with jobs being delayed or affected by funding. The past 5 years have not experienced pre-pandemic years.

WORK PICTURE

Projections for each area or jurisdiction with specific attention paid to any large jobs. The soft work picture is expected to continue into the 3rd quarter of 2026 however see an increase starting the last quarter of the year and into 2027. There are high rise residential projects that will come online and into 2030. The military projects continue to add to the work picture with major projects in Pearl harbor.

EMPLOYMENT PICTURE

Local	Inside Wiremen Available	Inside Apprentice Available
Local 1186	971	416

WORKFORCE DEVELOPMENT INITIATIVES

No new initiatives going on. The JATC continues to work with the public schools' programs that steer students toward the trades.

CONTRACT NOTABLES

Inside Contract	Base Wage	Total Package	2026 Increase
Local 1186 - 8/25/2024 to 8/23/2025	$55.55	$88.05	$
Local 222 – 8/23/2025 to 8/22/2026	$56.55	$89.96	$

*Any special or notable conditions

NEGOTIATIONS

Due to the Local elections on June 20th, we have suspended negotiations until we know who the official Business Manager is. The window will be tight with a August 22, 2026 expiration of the current CBA

JATC

The JATC have made changes to their programs. In the past, an apprentice would have the same instructor throughout the 5 year program. They now change the instructors depending on the steps and curriculum using the instructors with expertise in the subjects being taught. With many voluntary and involuntary cancellations from the program, the institute of the boot camp for the past year+ has helped retain the apprentices at a higher rate.

LMCC

The local LMCC continues to focus on compliance work of non-union EC's. With the legislative session over for the current year, the focus has been on EJ license and ratios on the jobsite.

KERN COUNTY

Kern County Chapter NECA
DISTRICT 9 - NECA REPORT
July 14th, 2026
Maui, Hawaii

OFFICERS

Jack Bellows - Governor
Bret Smith - President
James Moore - Vice President
Andy Kitsch - Treasurer

STAFF

Cody Brooks - Executive Director
Sarah Orgill - Assistant Manager
Shannon Chilko - Office Manager

CHAPTER UPDATE

We are nearing completion of our new JATC training facility, which will significantly expand our capacity to train and develop the next generation of apprentices. Our Chapter remains committed to supporting the local community through active involvement in charitable events, community initiatives, and local organizations. Supporting these local causes and events has helped keep membership engagement extremely high and positive.

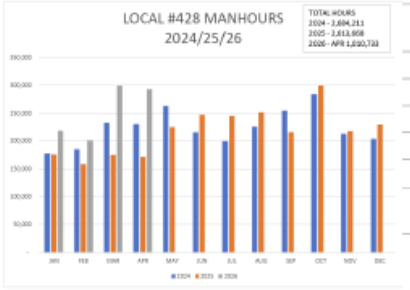
Cody Brooks continues to serve Kern County as a Planning Commissioner and is currently serving his second year in that role, as well as holding the position of Vice President of the Commission.

Chapter work hours have reached some of the highest levels we have seen in years, driven by a diverse mix of projects including large-scale solar developments, oil refinery work, school modernization projects, Pacific Steel Mill, the Hard Rock Casino project, and upcoming state-of-the-art initiatives such as the carbon capture project. This strong and varied workload has created valuable opportunities for our members while contributing to the continued growth of our local economy.

Our relationship with IBEW Local 428 remains positive and collaborative, allowing us to work together effectively to support the industry, our workforce, and the future of our community.

LABOR-HOURS

Our area has many large solar projects that can make big jumps in hours for the year depending on the project length and scale.



Year	Labor Hours	Percentage of Change
2021	1,329,161	21%
2022	2,120,272	59%
2023	1,671,248	-21%
2024	2,684,211	60%
2025	2,613,668	-2%
2026 (YTD)	1,010,733	--

WORK PICTURE

This year, our chapter's monthly work hours have consistently outpaced those reported during the same period over the past five years. This growth has been driven by a diverse mix of projects, including solar developments, battery storage facilities, oil refinery work, school construction, Pacific Steel Mill, the Hard Rock Casino project, and upcoming state-of-the-art initiatives such as the carbon capture project. This variety of work has created strong opportunities for our members while contributing to the continued growth and success of our local community.

EMPLOYMENT PICTURE

Local	Inside Wiremen Available as of 5/29/26	Inside Apprentice Available
Local 428	Book 1: 55 Book 2: 97 Book 3:54	1st year – 232 2nd year – 58 3rd year – 52 4th year – 52 5th year – 32 Total = 426 Available = 48

CONTRACT NOTABLES

Inside Contract	Base Wage	Total Package	2027 Increase
Local 428 - 12/1/2023 to 11/30/2027	$58.65	$81.10	$2.50 – January 4, 2027

NEGOTIATIONS

Our inside agreement does not expire until November 2027 but are currently preparing and gathering information.

JATC

We are close to finishing our new JATC building. We will be opening this summer and are excited for the increased space for our apprentices.

LMCC

Our LMCC meets about every other month. We are focused on being involved with community events and support varies causes.

LOS ANGELES

Chapter Name

DISTRICT 9 - NECA REPORT

July 2026
Maui, HI

OFFICERS - Sean McKenna – President
Michael Krippendorf - Governor

STAFF – Eric Cartier – Executive Director

CHAPTER UPDATE

We are currently working with the IBEW to establish a new VAPP for the areawide Sound & Comm Unit. We expect the plan to start receiving contributions with the July work hours.
We are also in the process of establishing a new Participant Directed DC, which will operate alongside the current Trustee Directed DC plan. This plan is expected to start receiving contributions with the January work hours.

5-YEAR LOOK AT LABOR-HOURS



Year	Labor Hours	Percentage of Change
2021	12,032,687	-0.4%
2022	12,096,682	5.4%
2023	11,140,795	-7.9%
2024	10,945,933	-1.7%
2025	11,519,445	5.2%
2026 (YTD)	3,996,400	4.0%

WORK PICTURE

Work has gradually increased over the past few months. Mostly due to the pending deadline around the 2028 Olympics. Rumors continue to circulate about a large Data Center project in the Antelope Valley, and we expect this to move rapidly once they have cleared

EMPLOYMENT PICTURE

Local	Inside Wiremen Available	Inside Apprentice Available
Local 11	543	49
Local 40	38	22
Local 952	94	6

CONTRACT NOTABLES

Inside Contract	Base Wage	Total Package	2026 Increase
Local 11 - 7/1/2023 to 6/30/2006	$65.00	*$101.17	TBD
Local 40 - 8/1/2026 to 7/31/20	$70.00	*$101.17	TBD
Local 952 - 10/1/2024 to 9/30/2027	$56.59	**$87.73	$2.30

*Wages, Pension, Health, Training, LMCC only (Local 11 & Local 40 total cost are identical)
**Wages, Pension, Health, Training, LMCC only

NEGOTIATIONS

Negotiations are ongoing for the Local 11 Inside & Traffic Divisions and Local 40 Inside.

JATC

Current Apprentice population in Local 11
1419 AW
220 Sound
109 Traffic
19 Residential

Newly indentured Apprentices Local 11 (2026)
158 AW
48 Sound
1 Traffic
7 Residential

Current Apprentice population in Local 40 - 67

Current Apprentice population in Local 952 - 100

LMCC

The LMCC continues to manage our existing PLA's as well as look for new PLA opportunities.

MONTEREY BAY

Monterey Bay CA Chapter

DISTRICT 9 - NECA REPORT

July 2026
Wailea, HI

OFFICERS
Mark Clough, President
Chris Jensen, Governor

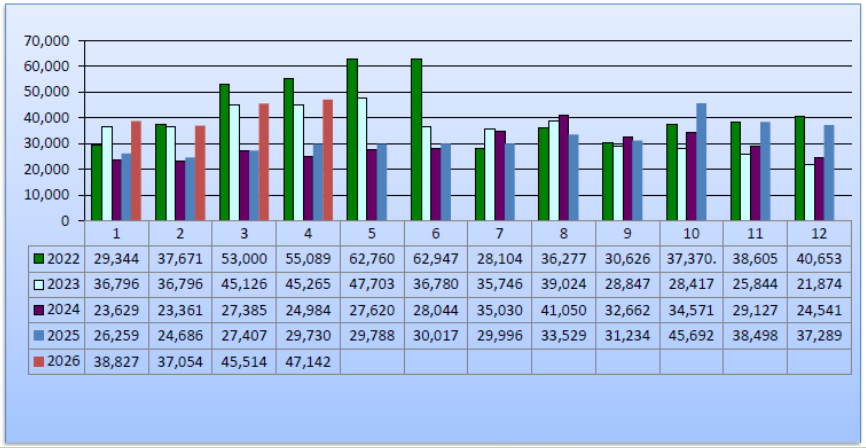
STAFF
Jerri L. Champlin, Executive Director

CHAPTER UPDATE

Work is improving in our area, and we are expecting difficulty manning the work. Thus far, the local has been able to fill most calls but contractors are having to eliminate the requirement for Skilled and Trained and Certified Electricians to get calls filled.

5 YEAR LOOK AT LABOR-HOURS

Year	Labor Hours	Percentage of Change
2022	512,947.25	35.13%
2023	419,333.11	(18.25%)
2024	358,875.32	(14.417%)
2025	398,266.64	10.98%
2026 YTD	168,537	



	1	2	3	4	5	6	7	8	9	10	11	12
2022	29,344	37,671	53,000	55,089	62,760	62,947	28,104	36,277	30,626	37,370.	38,605	40,653
2023	36,796	36,796	45,126	45,265	47,703	36,780	35,746	39,024	28,847	28,417	25,844	21,874
2024	23,629	23,361	27,385	24,984	27,620	28,044	35,030	41,050	32,662	34,571	29,127	24,541
2025	26,259	24,686	27,407	29,730	29,788	30,017	29,996	33,529	31,234	45,692	38,498	37,289
2026	38,827	37,054	45,514	47,142								

Work had been flat after the construction of the battery storage facility at Moss Landing but several large jobs are in process at UCSC and in Monterey. Several large jobs have begun by NECA contractors both local and travelers that are anticipated even greater hours in the near future. We have started additional apprentices into our program over the past two years and we hope to continue indenturing larger classes. We have been remodeling of our training center in order to accommodate larger, lab based classes.

WORK PICTURE

The work picture is looking up in our area. Our new Business Manager has been meeting with county and city officials to help repair the image of the local union. He also has agreed to work together to gain work in private industry and we are seeing an uptick in work in the produce industry – work that we had once dominated.

EMPLOYMENT PICTURE

Local	Inside Wiremen Available	Inside Apprentice Available
Local 234	31 on Book 1	New Apprentices Starting

CONTRACT NOTABLES

Inside Contract	Base Wage	Total Package	2026 Increase
Local 234 - 1/1/2026 to 12/31/2026	$70.41	$105.25	$4.70

*Any special or notable conditions

NEGOTIATIONS

We are in the third year of a three-year agreement and will open for negotiations in 2027.

JATC

The JATC has purchased the building from the union and has gone through all the steps with the IO and the DOL and FINALLY closed escrow. We have moved to the CML effective 2024-2025 school year and offering more hands-on learning and working on a remodel of the facility to accommodate those changes.

LMCC

Our LMCC has again been meeting under the new leadership and plan to host a job fair in the near future in order to assist in organizing. We continue to work well together.

NORTHERN CALIFORNIA

NECA TRI-DISTRICT

NECA
NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION
NORTHERN CALIFORNIA CHAPTER

District 9 Council Meeting
July 2026

Officers

President: Brian Gini, *Collins Electric*
Vice-President: Kim Sabin, *Columbia Electric*
Treasurer: Kim Sabin, *Columbia Electric*
Governor: Lew Frain, *Con J. Franke Electric*

Chapter Staff

Scot VanBuskirk, *Executive Director*
Justin Saroyan, *Assistant Manager*
Donald Hill, Jr., *Chapter Representative*
Jenny Fothergill, *Business Development/Government Relations*
Janet Siemens, *Office Manager*
Juanita Mitchell, *Member Services*
Janis Ardley, *Administrative Assistant*
Greg Armstrong, *Consultant*

Chapter Updates

Chapter Structure: Effective July 1, 2026, Scot Van Buskirk took over as the Executive Director for the Northern California Chapter.

Membership: NorCal NECA Currently has 69 Chapter Members, as well as 17 Associate Members. During 2026, the Chapter has added one (1) new member.

The Chapter has five divisions, covering four different IBEW Local Union jurisdictions

- *Alameda Division* - Alameda County = IBEW Local 595-W
- *Modesto Division* - Mariposa, Merced, Stanislaus & Tuolumne Counties = IBEW Local 684
- *Napa/Solano Division* - Napa & Solano Counties = IBEW Local 180
- *Stockton Division* - San Joaquin & Calaveras Counties = IBEW Local 595-E
- *Technology Division* - Sound & Comm Contractors with offices located in the above local jurisdictions

Chapter Organizing Efforts: One of the Chapter's Board of Directors goals is to (1) identify union market share within vertical markets and (2) organize contractors into IBEW and NECA Membership.

Phase 1 of this plan began in 2025, when the Chapter contracted with BRIQ, which uses artificial intelligence to scrub the California State License Board (CSLB) website for contractors with a C7 or C10 License. The 'Bots' then search the internet for information on each contractor (i.e. website, social media pages, BuildZoom, etc.) and provide a report on their activity. Chapter staff scrubbed the data and sorted the contractors into multiple groups: (1) Targets – 650 contractors, (2) Future Targets – 355 contractors, (3) Prospects – 614 contractors, (4) Union – Non-NECA – 59 contractors, and (5) Not Interested or Need More Information – 540 contractors and 165 contractors, respectively.

Phase 2 started this year with the Chapter beginning initial outreach to contractors in the 'Targets' Group. The Chapter contracted with an independent contractor who has an understanding of the electrical industry in Northern California. Through April, she have reached out to 120 individual contractors and had meaningful conversations with roughly 20% of those contractors. She plans to continue reaching out to contractors and following up with those she has previously spoken to. Her goal is to gauge interest in becoming signatory or determine reasons why they don't want to join. The ultimate goal is for our staff and contractor members to meet with those who have interest in joining the union and discuss the benefits in hopes of them choosing to become signatory.

Value-Added Services:

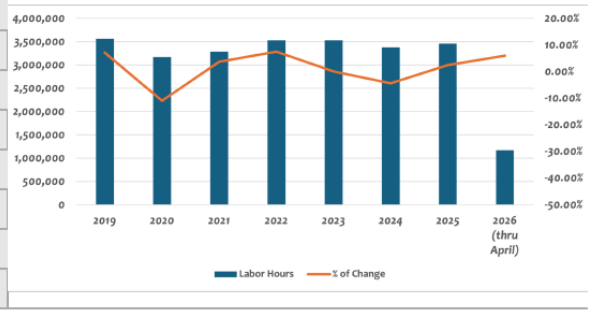
Mineral HR Subscription	Document Crunch Subscription	$5,000 Convention/EMERGE Credit
Education Reimbursement	Recruiter/Staff Reimbursement	Marketing Reimbursement
Safety Reimbursement	Internship Reimbursement	Technology Reimbursement

*New in 2026 – Business Strategy Reimbursement

Educational Opportunities: During 2026, NorCal NECA has hosted twenty (20) educational courses focused on the following topics: (1) Foreman's Development Series, (2) Artificial Intelligence, (3) Basic Estimating, (4) Project Management, (5) Change Order Management, (6) Leadership, (7) Safety, (8) Cash Flow, (9) Mental Health, and (10) Professional Development.

Inside Workhours

2019	3,559,085	7.08%
2020	3,168,328	-10.98%
2021	3,283,187	3.63%
2022	3,529,095	7.49%
2023	3,530,762	0.05%
2024	3,375,503	-4.40%
2025	3,388,154	0.37%
2026 (thru April)	1,168,713	5.92% (thru April)



Employment Picture

Local	Inside Wiremen Available	Inside Apprentice Available
Local 180	540 Journeypersons | 12 Available for Work	82 Total Apprentices | 0 Available for Work
Local 595-E	407 Journeyperson | 43 Available for Work	88 Total Apprentices | 0 Available for Work
Local 595-W	1,624 Journeypersons | 121 Available for Work	212 Total Apprentices | 6 Available for Work
Local 684	3928 Journeypersons | 5 Available for Work	98 Total Apprentices | 1 Available for Work

Contract Notables

Inside Contract	Base Wage	Total Package	Future Increases
Local 180 – 06/01/2024 to 05/31/2028	$63.81	$98.18	06/2027 - $3.70
Local 595-E – 12/01/2025 to 11/30/2028	$53.85	$90.73	06/2027 - $4.00 | 06/2028 - $4.00
Local 595-W – 06/01/2023 to 05/31/2027	$79.25	$131.67	Negotiating in 2027
Local 684 – 06/01/2024 to 05/31/2027	$53.00	$87.38	Negotiating in 2027
Residential (180 & 595-W) – 12/01/25 to 11/30/26	$41.00	$66.39	Negotiating in 2026
Residential (595-E) – 12/01/25 to 11/30/26	$39.30	$64.60	Negotiating in 2026

ORANGE COUNTY

Chapter Name

DISTRICT 9 - NECA REPORT

July 2026

Maui Hawaii

OFFICERS: Gov, Jeff Perry/President Greg Elliott/Vice President Gregg Holt/ Scott Kingsmill, Director Rob Meadows, Director

STAFF: Karen Prescott, Ex Director/ Brian Morales, Director of Business Dev./ Michelle Vasquez, Asst Admin.

CHAPTER UPDATE

- Recently settled Inside Wireman's Agreement with an increase of $13.00 over 3 years.
- Orange County's first Academy Inductee, Mr. Rob Meadows board member and president of Morrow Meadows
- Business development is going very well. We have an excellent relationship with area Board of Supervisors
- State Senate and State Assembly. We have made endorsements in these areas. Our new Strategic Partners Associate Membership program is growing and providing value to our current NECA Membership.
- Chapter is on first name basis with area Congressional Representatives. OC NECA PAC has been formed with first PAC event in July. Our Executive Director of Business Development continues to partner with IBEW Political Director.
- OC General membership meetings continue to grow with the last meeting reaching over 66 in attendance.
- IAEI: OC NECA hosts monthly education meetings with International Association of Electrical Inspector (IAEI Orange Empire Division) open to our NECA Members for code and standards. Great networking with area inspectors.
- REAC: To address the need for future leaders and identify industry issues, OCNECA created (REAC) Regional Executive Advisory Committee. The development of an executive-level advisory committee intended to strengthen long-term chapter leadership development, include succession planning. Will serve as a source for regional economic awareness and strategic industry positioning.
- OC NECA Installation and Awards for Electrical Excellence has outgrown its current location with over 250 in attendance to now include a President's VIP private reception with area dignitaries.
- We continue to experience the challenge of Laborers claiming electrical work.
- Increased development of specialized contractor education and resources to include legislative updates, contractor advisories, PAGA/Class Action Law suite seminar, Time Management designed for the contractor and claims management.

5 YEAR LOOK AT LABOR-HOURS



Year	Labor Hours	Percentage of Change
2021	1,859.372	-5.1%
2022	1,990,848	7.2%
2023	2,031.069	1.5%
2024	2,148,159	5.6%
2025	2,215.823	3.1%
2026 (YTD)	688,429	-5.2%

Explanation of hours with focus on significant variances

'21/'22 reflects coming out of COVID. 2026 is on track with previous years for this time period, with a good amount of work ahead.

WORK PICTURE

- Disneyland 10 year expansion 1.9 billion. Mixed use, theme park and hotels include sewer and infrastructure improvements.
- Irvine Great Park Development (Irvine): Ongoing $1B plus public/private buildout including infrastructure, sports facilities, and surrounding mixed-use development; long-term pipeline through 2036.
- John Wayne Airport capital improvement program $700M
- OC Vibe (Anaheim): $4B entertainment redevelopment surrounding the Honda Center, including residential, hospitality, and commercial components.
- Dana Point Harbor Revitalization (Dana Point): $600M waterfront redevelopment including marina, hotels, and retail. – Though there is work there are preferred GC's and Subs and Dana Point is not union friendly.
- South Coast Metro / Related Bristol Development (Santa Ana): $3B mixed-use urban village including residential, office, and retail.
- South Coast Plaza Village (Santa Ana): High-density residential and commercial expansion tied to major regional developer activity.
- Sound hours are up.

Continued aviation, entertainment, hospitality, healthcare, and higher-education related infrastructure investment throughout Orange County remains a significant long-term market driver, though procurement models continue to create competitive access challenges for union contractors. PLA lack of bids due to unknown GC's and concerns of risk.

EMPLOYMENT PICTURE

Local	Inside Wiremen Available	Inside Apprentice Available
Local 441	190	4

WORKFORCE DEVELOPMENT INITIATIVES

CONTRACT NOTABLES

Inside Contract	Base Wage	Total Package	2026 Increase
441 6/1/26 to 12/30/2026	$62.76	$90.78	$1.75*
12/28/26	$	$*	$2.35
05/31/26	$	$*	$1.90**
12/27/27	$	$*	$2.30
05/29/28	$	$*	$2.20***
01/01/29	$	$*	$2.50

*Any special or notable conditions * Both parties will contribute .09 to JATC/**Both parties will contribute .09 to the JATC/*** $0.24 will be deducted to re-establish the DB pension for 5th year apprentices

NEGOTIATIONS

Inside Wireman agreement expires - May 31, 2029

JATC

Current enrollment

376 Total

316 Inside

37 Sound

23 ITS

New class for Sound in September 8-10 student predicted.

LMCC

No report

REDWOOD EMPIRE

Verbal Report by
Anisa Thomsen, Chapter Manager

SAN DIEGO

SAN DIEGO CHAPTER
DISTRICT 9 - NECA REPORT
July 2026
Maui, Hawaii

OFFICERS	STAFF
Governor: Clint Morgan	Executive Director: Andy Berg
President: Craig Earley	Asst. Executive Director: Ryan Maxson
Vice President: Bob Davies	Ed/Marketing Specialist: Ofelia Hernandez
Treasurer: Bob Friar	Off. Mgr/Fin. Exec. Asst: Linda Gomez

CHAPTER UPDATE

Negotiations:

- Sound negotiations concluded May 29. The deal was $17.55 (29%) over 4 ½ years. Additional details provided later in this report.

Education:

- Chapter focus on AI, with introduction of a new virtual townhall "Ask Me Anything" with AI expert Chris Carr of Dynaimix. Contractors are provided answers to any of their AI-related questions / concerns.
- Hosting annual Education Summit on June 16 where contractor offices provide feedback on courses and education needs.

Government Affairs:

NECA Legislative Conference & Meetings:

- Participants in the Legislative Conference included President Craig Earley, Vice President Bob Davies, Contractor Dwayne Henry and staff representative Ryan Maxson.
- Meetings and Events included:
  - 6 staff-level meetings in the House & Senate
  - 3 Committee Meetings/Visits: House Energy & Commerce Committee (Staff Briefing), House Transportation & Infrastructure Committee, House Committee on Rules
  - Office of the Speaker
  - 3 San Diego area meetings with Congressmembers Scott Peters, Sara Jacobs and Juan Vargas.

Legislative Priorities - Statewide:

- **AB 1707 (electrician certification)** – The bill was approved by the Assembly on May 28, by a vote of 77-0, and is currently awaiting consideration in the State Senate.
  Background/Description: AB 1707 is sponsored by NECA San Diego and seeks to modernizing the certification application process through the Department of Industrial Relations (DIR) to make it completely online and allow applicants who fail a test to immediately re-register take the test. Presently, there is a 60-day waiting period before you can re-register.

- **AB 1198 (prevailing wage)** – The bill previously passed the Assembly and was approved by the Senate Labor, Public Employment and Retirement Committee on June 10, 2026, by a vote of 5-0, and is awaiting consideration in the Senate Appropriations Committee.
  Background/Description: The bill would change prevailing wage to the time work is actually done instead of the time it was put out to bid.

Legislative Priorities - Local:

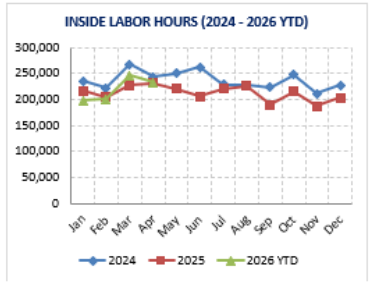
- **BESS Initiative:** County Board of Supervisors to consider BESS Regulations requiring the use of certified electricians and C-10 licensed contractors.

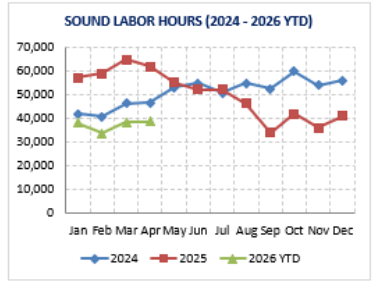
Background/Description: NECA San Diego and IBEW 569 are working together to implement minimum workforce standards in the County of San Diego for BESS projects. On March 25, the County of San Diego and CAL FIRE hosted a BESS Workforce Safety Standards Workshop. Recommendations will be considered by the County Board of Supervisors.

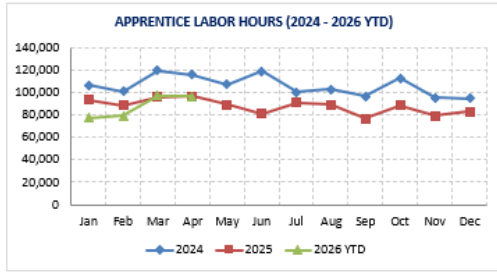
5-YEAR LOOK AT LABOR-HOURS



Year	Labor Hours	Percentage of Change
2021	4,050,961	1.0%
2022	4,692,567	15.8%
2023	4,756,772	1.4%
2024	5,394,477	13.4%
2025	4,864,471	-9.8%
2026 (Jan-April)	1,755,328	-6.2% (Jan-April)







SAN DIEGO

Explanation of hours with focus on significant variances

2024 was a banner year for the Chapter. Meanwhile, 2026 is largely tracking what took place in 2025 on inside and apprentice hours, but both were two of our best years for man hours on record. Sound hours are slightly down, but expected to pick up with the next phase of the airport.

WORK PICTURE

Projections for each area or jurisdiction with specific attention paid to any large jobs.

Note: We do not have any mega-projects. The following are some of the large projects anticipated in our area:

- San Diego Regional Airport Terminal 1, Phase 2
- Seaport Village Transformation: A multi-billion-dollar project aiming to revitalize the waterfront with new hotels, shops, and public spaces.
- Midway Rising: A major project aimed at redeveloping the Sports Arena site, including a new arena, housing, and commercial space. Legal challenges are threatening progress on this project.
- Manchester Pacific Gateway: A major mixed-use development on the downtown waterfront featuring office space and hotels.

EMPLOYMENT PICTURE

Local	Inside Wiremen Available	Inside Apprentice Available
Local 569	73	20

WORKFORCE DEVELOPMENT INITIATIVES

VEEP Program

- Total VEEP Graduates: 58 Graduates
- Total Current Apprentices in San Diego: 15 Apprentices who graduated from VEEP.
- Total Current VEEP Class: VEEP SD06 started on 4/27/26 with 10 students graduated on May 28th, 2026.

Programs / Partnerships

- San Diego State University Construction Engineering and Management – Providing financial support for the courses and participate in job fair opportunities.
- North San Diego Business Chamber Military Summit – Provide financial support for the military job fair and participate in the program.

CONTRACT NOTABLES

Inside Contract	Base Wage	Total Package	Increases
Local 569 – as of 6/5/2023	$52.85	$68.88	
Local 569 – as of 8/26/2024	$56.50	$72.53	$3.65
Local 569 – as of 6/2/2025	$58.95	$76.03	$3.50
Local 569 – as of 6/1/2026	$58.95	$78.33	$2.30

*Any special or notable conditions

NEGOTIATIONS

Sound negotiations concluded May 29. Summary of the deal is as follows:

- 4 ½ year deal
- $17.55 Total (29% increase)
- PAGA Waiver
- Agreement to move to the Regional Agreement at the end of the deal (should the union choose to do so)

JATC

The ETI Graduation took place on June 12 at the newly built Gaylord Pacific Resort, which was built by NECA contractors. Details of the graduation include:

- 106 graduates, including 90 from the Inside Program and 16 from the Sound Program.
- Several elected officials in attendance, including a Member of Congress, 3 Supervisors, 1 Assemblymember and several local representatives.

Apprentice Population

- Total Apprentices: 697 (591 after June 12 graduation)
- Total Inside: 634 Inside Wire Apprentices (544 after graduation)
- Total Sound: 63 (47 after graduation)

LMCC

No Report.

SAN FRANCISCO

San Francisco Electrical Contractors Association
DISTRICT 9 - NECA REPORT
July 2026
Maui Hawaii

OFFICERS

PRESIDENT	MICHAEL PAGANINI
VICE PRESIDENT	THOMAS McCLURE
TREASURER	DAN VOGL
SECRETARY	WILLIAM MUSGRAVE
GOVERNOR	LARRY ANDRINI

DIRECTORS

DAN BOAS, ANDREW FERRARI, WAYNE HUIE
NELSON LUKSICH, JAMES REED, ADAM SPILLANE

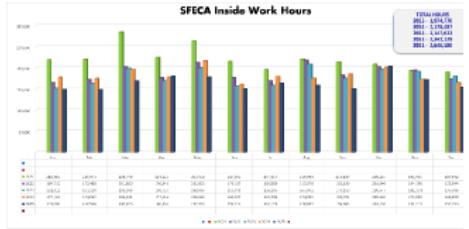
EXECUTIVE MANAGER

STEVE ROBINSON

CHAPTER UPDATE

Effective May 11, 2026, Steve Robinson took over as the Executive Manager of the SFECA. The SFECA was established in 1909, and Steve is the seventh person to hold the position of Executive Manager. For the past eight years, Steve was employed as an estimator and project manager with a SFECA chapter member. Steve also has over 20 years of law enforcement experience working as police officer and as a district attorney inspector.

5 YEAR LOOK AT LABOR-HOURS



Year	Labor Hours	Percentage of Change
2021	2,646,580	
2022	2,242,129	
2023	2,147,023	
2024	2,178,487	
2025	1,974,487	
2026 (YTD)	929,210	+12.7% from YTD

EMPLOYMENT PICTURE

Local	Inside Wiremen Available	Inside Apprentice Available
Local 6	108	0

CONTRACT NOTABLES

Inside Contract	Base Wage	Total Package	2026 Increase
Local 6 - 6/1/2026 to 12/31/2027	$95.75	$179.48*	$3.25

SAN MATEO

San Mateo Chapter NECA
DISTRICT 9 - NECA REPORT
July 2026
Maui, Hawaii

OFFICERS
Steve Pellizzari, President
David Chad, Governor

STAFF
Bill Kuhr, Executive Director

CHAPTER UPDATE

The Chapter continues to search for a new JATC training center. Due to the limited availability of suitable commercial properties within San Mateo County, identifying an appropriate facility remains challenging. No other significant Chapter or LMCC developments were reported during this reporting period.

5-YEAR LOOK AT LABOR-HOURS

Year	Labor Hours	Percentage of Change
2022	1,882,097	-21.90%
2023	2,327,089	+23.64%
2024	1,832,468	-21.25%
2025	1,677,700	-8.45%
2026 YTD	569,289	N/A

WORK PICTURE

Market conditions remain static, and the Chapter does not anticipate any significant changes in workload or market activity in the near future.

EMPLOYMENT PICTURE

There are currently 46 Inside Wiremen and 6 apprentices available for dispatch. Workforce availability has improved compared to the previous reporting period, although market conditions remain relatively flat.

Local	Inside Wiremen Available	Inside Apprentice Available
Local 617	46	6

CONTRACT NOTABLES

Effective June 1, 2026, the Journeyman wage rate increased from $86.00 to $88.00 per hour, while Health & Welfare increased from $19.42 to $21.62, and the Local Pension increased from $23.25 to $25.25. The total negotiated cost per hour increased from $137.07 to $143.33 under the current agreement.

NEGOTIATIONS

The current Inside CBA expires May 31, 2027. Based on the recent and current man-hour figures, along with the generous contract from the last round of bargaining, negotiations are expected to be difficult and will most likely end up at CIR.

SANTA CLARA VALLEY

NECA TRI-DISTRICT

Santa Clara Valley NECA
DISTRICT 9 - NECA REPORT
July 2026
Maui, Hawaii

OFFICERS
President: Aaron Colton, ICS
Vice President: Clint Woodley, Elcor
Governor: Pat Pfeiffer, Pfeiffer Electric

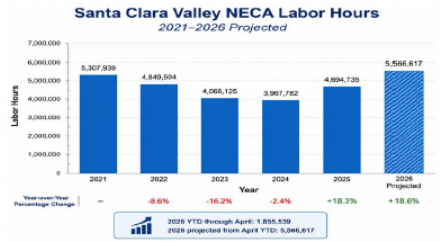
STAFF
Doug Lung, Executive Director
Jared Gamble, Assistant Manager
Martha Huerta, Bookkeeper

CHAPTER UPDATE

The work outlook for Santa Clara Valley NECA in 2026 is showing strong and continued growth, with expectations for a very active year ahead. Work in the region continues to increase at a fast pace, creating new opportunities for NECA contractors and reinforcing the strength of the electrical construction industry in Santa Clara Valley.

The Chapter continues to prioritize member development through a wide range of educational programs. Leadership and FDS are offered year-round, with additional sessions covering Basic Estimating, AI, Change Order Management, NFPA 70E, Time Management, Effective Communication, and Supply Chain Management. These programs help ensure members remain competitive, informed, and prepared for the evolving needs of the industry.

5 YEAR LOOK AT LABOR-HOURS



Year	Labor Hours	Percentage of Change
2021	5,307,939	
2022	4,849,504	-8.6
2023	4,066,125	-16.2
2024	3,967,782	-2.4
2025	4,694,735	+18.3
2026 (April)	1,855,539 (5,566,617)projected	+18.6

WORK PICTURE

Santa Clara Valley NECA work outlook is very positive, with the chapter projecting a robust **5.5 million man-hours** for this 2026 marking a great improvements from 2025. Workforce development is also on the rise, with **over 140 + new apprentices joining the program this year**, ensuring a stronger pipeline of skilled workers to meet growing project demands

EMPLOYMENT PICTURE

Local	Inside Wiremen Available	Apprentices
Local 332 inside	86	507 (140 starting august)
Local 332 resi	11	39 (15 starting august)

CONTRACT NOTABLES

Inside Contract	Base Wage	Total Package	2026 Increase
Local 332 - 6/1/2024 to 5/31/2027	$95.53	$168.23	$6.79
Local 332 (resi) - 6/1/2024 to 5/31/2027	$50.00	$84.97	$3.15

NEGOTIATIONS

Inside 6/1/24-5/31/27
Residential 6/1/24-5/31/27
Material Handlers 8/1/24-7/31/27

JATC

State of the School Report shows ETASV has 552 total apprentices, including 507 Inside, 39 Residential, and 6 active graduates. The school has 67 total instructors and support staff, and the state certification results were strong, with 101 of 110 graduating apprentices certified, or 92% overall. Current apprentice demographics include 35 female apprentices and 33 veteran apprentices. An additional 140 first-year apprentices are scheduled to start in August, with another 15 entering the Residential program.

ETASV also expanded JW upgrade training and course development in 2026, including OSHA 30, NFPA 70E, CPR, motor controls, lighting controls, HVAC controls, data center awareness, and CALCTP. Major highlights included the Skills Tournament with 350 attendees, Graduation 2026 with 1,200 attendees and 110 graduates, and NTI participation with 20 attendees, including 17 instructors and 2 outstanding apprentices.

SOUTHERN NEVADA

Southern Nevada Chapter of NECA

DISTRICT 69 - NECA REPORT

July 2026

Maui, HI

OFFICERS

Governor-Heather Avila
President- Ken Kefalas
VP-Roy Pross
Treasurer- Brian Pool
Directors
Troy Nelson
Hank Raats Matt Lisowski
Brady Stevens
Associate Board Members
Bobby House Robert Lira

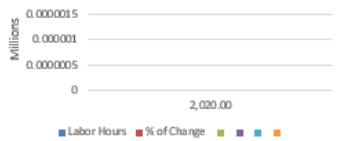
STAFF

Executive Director
Matthew Dustin
Political Director, Assistant Manager
Wendi Newman
Administration
Lyndsay Whipple

CHAPTER UPDATE

We are continuing to try and work with IBEW and on the relationship. Trying to offer more opportunities to all sit down together. Grievance trend seems to be on Management Rights. Having luck getting NLRB to defer back to Chapter and Union to resolve complaints.

5 YEAR LOOK AT LABOR-HOURS



Year	Labor Hours	Percentage of Change
2020	4,843,258	flat
2021	4,051,651	flat
2022	4,829,742	flat
2023	7,385,410	WOOO
2024	4,132,009	flat
2025	4,349,194	flat
2026(YTD)	1,362,910	flat

We are a 4million man hour local that sometimes gets bigger for a short period of time.

WORK PICTURE

Has anyone else heard of "solar" apparently, it's all the rage in the desert. We do not have any new resorts on the books. Just remodels and the NEW Baseball stadium. Copy paste from 2025

EMPLOYMENT PICTURE

Local	Inside Wiremen Available	Inside Apprentice Available
Local 357	+/-600	-35

CONTRACT NOTABLES

Inside Contract	Base Wage	Total Package	2026 Increase
Local 357 ICA – 6/1/2026	$60.83	$91.86	$4.40
Local 357 S&C- 6/1/2026	$60.48	$91.49	$4.40

*Any special or notable conditions

NEGOTIATIONS

By June 1,2027 we will have negotiated and settled ICA, S&C, Trade Show, Material Expeditor and CE/CW

JATC

Trying some new things, hybrid school schedule of day school for under classes and nights for upper classes Applications year round. Starting new classes every six months..... none of this has happened because we terminated our training director... The new Director is getting the JATC back into order.

LMCC

Moving into the NECA building. Focusing on compliance of prevailing wage.

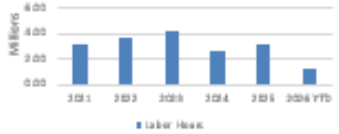
SOUTHERN SIERRAS

Southern Sierras Chapter
DISTRICT 9 - NECA REPORT
July 2026
Maui Hawaii

OFFICERS
Shane Cox, President
Larry Strohm, Governor

STAFF
Ashley Berg

5 YEAR LOOK AT LABOR-HOURS



Year	Labor Hours	Percentage of Change
2021	3,121,022.07	1%
2022	3,714,131.79	19%
2023	4,135,960.66	11%
2024	2,681,660.02	-35%
2025	3,088,828.29	15%
2026 (YTD)	**1,299,765.46**	

Explanation of hours with focus on significant variances – ZONE B work (Solar and Battery Storage work).

WORK PICTURE

Local 440's large projects include: Cobalt Solar Project, Easley Solar and BESS Projects, Grace Solar and BESS projects, future RCCD PLA jobs, RUSD PLA jobs, Lake Elsinore water treatment plants, Moreno Valley Compressor Plant, Kaiser, Riverside Community Hospital Tower, Blythe commercial charging stations, Colle of the Desert, Desert Sands Unified School District, projects under Moreno Valley PLAs, and Palm Springs Library.

Local 477's large project include: Coca-Cola bottling expansion over $500mil, Redlands Police Station for $11mil electrical, Lockhart 3 and 4 Solar Projects, Vidal Solar, BNSF that will break ground in Quarter 4 $300 mil electrical, Caliente Project that is 4 mil sqft Amazon warehouse (4 stories), underground for Caliente project that is over 9 miles of underground for power.

EMPLOYMENT PICTURE

Local	Inside Wiremen Available	Inside Apprentice Available
Local 440	138	0
Local 477	170	0

WORKFORCE DEVELOPMENT INITIATIVES

Total apprentices per local as of Mya 13, 2026 (300) for Local 440 and (277) for Local 477. Our school is partnered with high schools in both Riverside and San Bernardino counties with a 12-week after school program that introduces students to our industry and trade and allows them access to first year CML after completing the program as well. These students that do our after-school program get direct interviews.

CONTRACT NOTABLES

Inside Contract	Base Wage	Total Package	2026 Increase
Local 440- 12/1/2023 to 11/31/2026	$57.26	$90.09	We start negotiations in Sept.
Local 477 - 6/1/2024 to 5/31/2028	$57.00	$89.69	Had $3.75 increase June 1 and another $3.75 next year

NEGOTIATIONS

We negotiate with Local 440 on the Inside agreement in September.

JATC

Currently in arbitration with Local 440 with our Riverside JAC Trust over deadlocked motions.
The current building we are in is getting a new roof this summer.
We have signed an MOU with our accredited community college for extra class space with the large incoming first year apprenticeship class.
We have so far 80 indentured for Local 440 and 53 indentured for Local 477.

LMCC

No report.

Good of the Order



Future Meetings

- October 4-7, 2026 - NECA Annual Convention – Las Vegas
- November 2-4, 2026 – Labor Relations Conference – Scottsdale
- April 12-13, 2027 - District 9 Council Meeting: Hotel Del Coronado
- April 13-14, 2027 - NECA Now: Hotel Del Coronado
- August 22-23, 2027 - District 9 Council: The Broadmoor
- August 23-26, 2027 - District 9 Summer Conference

District 9 Summer Council Meeting – Post Event Survey

